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# CONTEXT

Wigan & Leigh College are required by Law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender profile of the workforce consists of the following:

**64.3% of staff being female and 35.7% of staff being male. This is an increase in females in the workforce from the previous year of 1.29%**

The profile of the College reflects that of a typical FE College: **64% female, 36% male** (AoC College Workforce Survey 2021).

The gender pay results should therefore be taken in the context of this distribution which will influence the figures reported.

## COLLEGE GENDER PAY DATA

The College data prepared in line with the Gender Pay requirements is detailed in the following charts.

GENDER PAY CALCULATION 2022	COLLEGE DATA
Average gender pay gap as a mean average	<b>7.15%</b>
Average gender pay gap as a median average	<b>18.6%</b>
Average bonus gender pay gap as a mean average	<b>0%</b>
Average bonus gender pay gap as a median average	<b>0%</b>
% of females who received a bonus	<b>0%</b>
% of males who received a bonus	<b>0%</b>

GENDER PAY CALCULATION 2021	COLLEGE DATA
Average gender pay gap as a mean average	<b>7.43%</b>
Average gender pay gap as a median average	<b>18.6%</b>
Average bonus gender pay gap as a mean average	<b>0%</b>
Average bonus gender pay gap as a median average	<b>0%</b>
% of females who received a bonus	<b>0%</b>
% of males who received a bonus	<b>0%</b>

# COLLEGE GENDER PAY DATA

(CONTINUED)

The mean calculation for the College is 7.15%. This is significantly below the national figure for education of 25.4% as reported in FE News and the 10.1% reported for the sector in the ETF's latest Workforce Survey. This is also a slight reduction to the rate for last year. The ONS report that the gap has widened in the last reporting period by 0.5%. The mean College figure has reduced slightly during the same period by 0.28% and the median has remained the same.

The median calculation for the College is 18.6%. This figure reflects the high number of females within the organisation as well as the concentration of female workers in part-time and term time roles at the lower end of the pay scale. This is indicative of other FE Colleges nationally where 64% of staff are women and 36% are men.

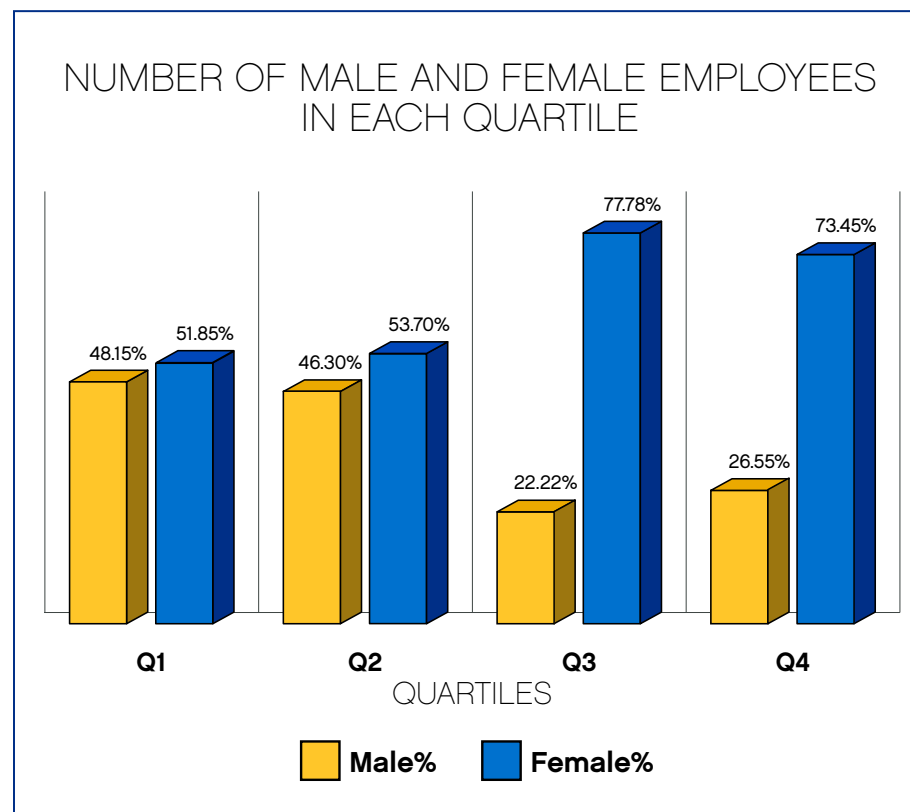
This was also reported in a recent article in FE Week where one College reported that: *“Part of the pay gap issue we face is that we have made many roles increasingly family friendly and flexible which has attracted a disproportionate percentage of women into the lower-paid part-time roles which fit around other commitments,”* This College representative told FE Week. *“The dominance of women in these roles is, from our analysis, due to the unequal shares of caring work in the home done by men and women, resulting in women doing more part-time work, which in comparison with full-time jobs have a lower hourly median pay.”* FE Week 8th March 2023

The latest ETF Workforce Survey identifies that in colleges, 62% of the workforce are female and of these 55% of women work part-time compared to 30% of men. This distribution will also impact on the College figures.

# PAY QUARTILES

This is the proportion of males and females, divided into four groups ordered from lowest to highest pay.

This calculation shows the proportion of male and female -pay relevant employees in four quartile pay bands, presented in the table and charts below.



# ANALYSIS OF COLLEGE GENDER PAY DATA

All job roles are evaluated and benchmarked across the organisation to ensure fair and equal pay for the role and roles are advertised with no gender bias.

The majority of the College's part-time and term time roles continue to be occupied by female employees, and fall within the lower two quartiles in this analysis. This is reflective of society and with recent Government research reporting women are still more likely than men to be working part-time, although this is down from 45% during the 1990s as female full-time employment has grown more quickly than part-time employment, (Women and the UK Economy, House of Commons Library March 2023).

As reported above from the ETF 62% of College staff are female, for middle managers, the ETF also reports that the proportion of females has decreased over time, from 67% to 62% with the proportion of senior managers who are female reported as 56%. Reflective of these statistics, 64.3% of the College's workforce is made up of female employees, with the Executive Team sitting above average, being represented by 66.6% female employees.

Recent research from Price Waterhouse Cooper in June 2022 showed that 43% of UK companies had reported an increase in their gender pay gap and the Office for National Statistics revealed that the average pay disparity between male and female UK workers increased from 7.7% to 8.3% in 2021. The College remains lower than these averages reported by the ONS.

The composition of the College workforce also influences the reported figures. With 64.3% of its workforce being women - this influences the reporting. The ONS reports that the public sector as a whole employs two times more women than men and that **"women fill more part-time jobs, which in comparison with full-time jobs have lower hourly pay"**. This also supports the analysis of the College figures. The College does have a high proportion of part-time and term time roles due to the nature of the business that the College conducts and the requirement to only have staff in during term time.

Male employees make up a significant proportion of lecturing staff and Trainer Assessor's in the Construction and Engineering departments which are typically higher paid roles due to industry experience. Research from Engineering UK reports that females represent only 12% of the workforce in Engineering and this is reflective of the number of females the College sees apply to the College for roles within these Departments. This has had particular impact during this reporting period as the College has had to compete in a difficult national jobs market and consider the offers made to recruit and retain staff with these key skills. This is a recognised issue across the country as well as specifically in the FE sector with 96% of Colleges reporting difficulty in filling posts in 2020/21 (AoC College Workforce Survey). However there has been a 1% increase in our female workforce in this specific area during this reporting period showing progress is being made in this area.

# ADDRESSING THE PAY GAP

The College has transparent, structured Pay Scales that are not gender specific to ensure employee pay is fair and equal for all genders performing in the same roles. The College also have an embedded Equality and Diversity structure who are dedicated to driving fairness and equality throughout the workforce. The College have reviewed their pay scales and implemented a cost of living rise in line with the Real Living Wage over the last two years.

The College are committed to promoting equality and offer the following initiatives to all employees:

- **Established hybrid working culture which is not standard in FE and allows work life balance as well as more flexible working practices around home requirements**
- **Flexible Working Policies**
- **Parental Leave and Shared Parental Leave are well utilised**
- **Paternity Leave**
- **Training opportunities**
- **Regular Continuous Professional Development and training opportunities**

In addition, the College has raised the minimum wage in line with the Real Living Wage in consecutive years, this should impact on the GPG over the coming years.

The College support women returning to work from maternity leave by promoting keeping in touch days which are well planned and utilised, job sharing, compressed hours, part-time and term time opportunities, phased returns and hybrid and flexible working solutions.

Additionally, to show our commitment to closing the Gender Pay Gap, the College have developed an Action Plan through its Equality and Diversity Group. The Executive Team will monitor progress against action.





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