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CONTEXT

Wigan & Leigh College has a legal requirement to carry out gender pay reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The statistics within this report show the profile of the workforce at Wigan & Leigh College as of 31 March, 2021.

The gender profile of the workforce is:

63.01 per cent female and 36.99 per cent male.

The profile reflects that of a typical FE college (64 per cent female 36 per cent male - AoC College Workforce Survey 2019/20).

The gender pay results should therefore be read within the context of this distribution.

COLLEGE GENDER PAY DATA

The College data, prepared in line with the gender pay requirements, is detailed in the following charts.

GENDER PAY CALCULATION 2020	COLLEGE DATA
Average gender pay gap as a mean average	7.33%
Average gender pay gap as a median average	21.01%
Average bonus gender pay gap as a mean average	5.58%
Average bonus gender pay gap as a median average	0% variance
% of females who received a bonus	1.18%
% of males who received a bonus	8.05%

GENDER PAY CALCULATION 2021	COLLEGE DATA
Average gender pay gap as a mean average	7.43%
Average gender pay gap as a median average	18.65%
Average bonus gender pay gap as a mean average	0%
Average bonus gender pay gap as a median average	0%
% of females who received a bonus	0%
% of males who received a bonus	0%

COLLEGE GENDER PAY DATA (CONTINUED)

The mean calculation for the College is 7.43 per cent. This is significantly below the national figure for education of 25.4 per cent as reported in FE News 25.2.22 and the 10.3 per cent reported for the sector in the Education and Training Foundation (ETF) latest Workforce Survey. The CIPD reported that the gap has widened in the last reporting period 8.10.21.

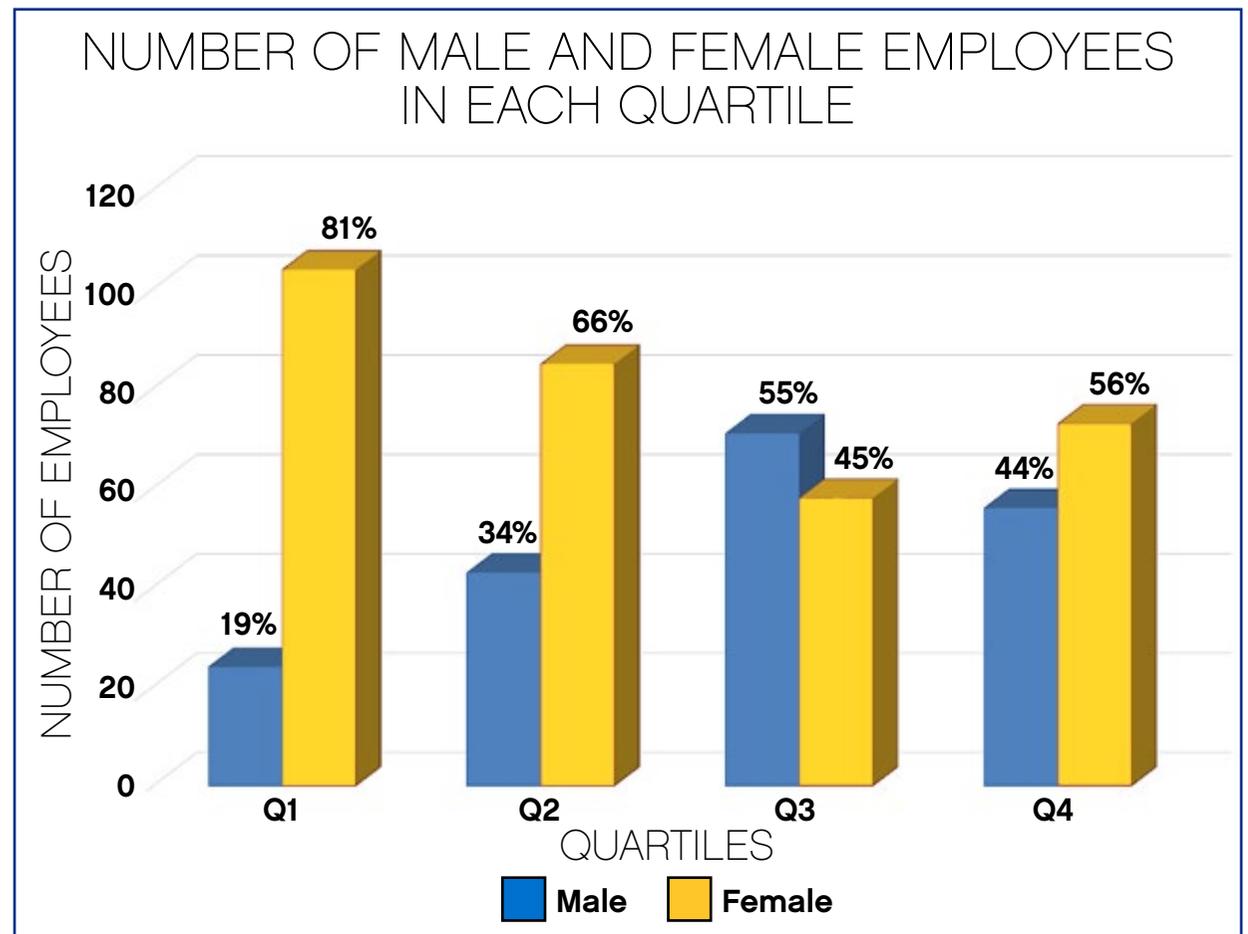
The median calculation for the College is 18.65 per cent. This figure reflects the significant number of females within the organisation, as well as the concentration of female workers in part-time and term-time roles at the lower end of the pay scale. This is indicative of other FE colleges nationally, with 64 per cent of staff women and 36 per cent men. The latest ETF Workforce Survey identifies that in colleges, 55 per cent of women work part-time, compared to 30 per cent of men.

The average bonus pay gap has reduced this reporting period. This relates to the discontinuation of retention initiatives for a specific campaign within the reporting period.

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 full-pay relevant employees in four quartile pay bands, presented in the table and charts below.



ANALYSIS OF COLLEGE GENDER PAY DATA

To ensure fair and equal pay, all job roles, advertised without gender bias, are evaluated and benchmarked across the organisation. It is unsurprising that there has been little shift in the College's gender pay gap over the last twelve months, due to attrition rates remaining low, as a result of uncertainty caused by the COVID-19 pandemic.

It is widely reported that employers are likely to see *The Great Resignation* with an increased number of employees choosing to change careers and their employer throughout 2022. The College offers hybrid working and full and part-time roles wherever possible, to ensure that roles appeal to existing and potential male and female employees.

Female employees continue to make up the majority of the College's part-time and term-time roles, which fall within the lower two quartiles in this analysis. This is reflective of society, as evidenced by the recent Government research, *Women and the UK Economy*, House of Commons Library March 2022, which states - *Women are still more likely than men to be working part-time. 38 per cent of women in employment were working part-time at the end of 2021.*

According to the ETF, 64 per cent of college staff are female. In terms of middle managers, the ETF reports that the proportion of females has decreased over time, from 67 per cent to 62 per cent, with 56 per cent of senior managers. Reflecting this data, 63 per cent of the College's workforce is female, with the Executive Team above average, with women making up 67 per cent of the team. The wider College management team is in keeping with the ETF findings, with 55 per cent female.

Research from the Office for National Statistics, published in October 2021, reports that: *'Women fill more part-time jobs, which in comparison with full-time jobs have lower hourly pay.'*

This is also reflected within the College data. The College does have a high proportion of part-time and term-time roles, due to the nature of its business - the requirement for teaching staff only in term-time. Historically, many females were employed within the lower pay quartiles in line with the national research.

Furthermore The Institute of Fiscal Studies reported in December 2021: *'The additional combined effect on the gender earnings gap of other changes in the economy, society and government policies, such as improvements in parental leave and funding for childcare, has been close to zero.'*

Male employees make up a significant proportion of lecturing staff and trainer assessors in Construction and Engineering departments, which are typically higher paid roles due to industry experience. Research from Engineering UK reports that females represent only 12 per cent of the workforce in Engineering. This is reflected in the number of females who apply for job roles within these departments

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 has an embedded Equality and Diversity structure to drive fairness and equality throughout the workforce.

The College is committed to promoting equality and offers the following initiatives to all employees:

- **hybrid working**
- **flexible working policies**
- **parental leave**
- **shared parental leave**
- **paternity leave**
- **training opportunities**
- **regular continuous professional development opportunities**
- **working from home opportunities where business permits.**

The College supports women returning to work from maternity leave through keeping in touch days, job sharing, compressed hours, part-time and term-time opportunities, phased returns and hybrid and flexible working practices.

Additionally, the College has developed an action plan to work specifically on closing the Gender Pay Gap. The Executive Team will monitor progress against actions.





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