

WIGAN & LEIGH COLLEGE GENDER PAY REPORTING



CONTEXT

Wigan & Leigh College is required by Law 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 31st March 2019.

The gender profile of the workforce consists of the following:

- Workforce - 63% female and 37% male.
- Apprentices - 88% female and 12% male.

The profile of the College reflects that of a typical FE College (61% female 39% male AoC College Workforce Survey 2017-2018).

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 2018	COLLEGE DATA
Average gender pay gap as a mean average	4.45%
Average gender pay gap as a median average	22.02%
Average bonus gender pay gap as a mean average	0% variance
Average bonus gender pay gap as a median average	0% variance
% of Females who received a bonus	2.53%
% of Males who received a bonus	7.35%

GENDER PAY CALCULATION 2019	COLLEGE DATA
Average gender pay gap as a mean average	4.96%
Average gender pay gap as a median average	20.75%
Average bonus gender pay gap as a mean average	0% variance
Average bonus gender pay gap as a median average	0% variance
% of Females who received a bonus	1.15%
% of Males who received a bonus	4.83%

The mean calculation for the College is 4.96%. Although this is a slight increase of 0.51% in comparison with the 2018 report, it is still significantly below the national figure of 17.3% as calculated by the Office of National Statistics.

The median calculation for the College is 20.75%. 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 education providers and reflected in the national picture with "73% of part-time workers women, and 41% of women work part-time compared with 12% of men" (CIPD 2017).

The bonus Gender Pay data for the College shows there is no bonus gender pay gap. The proportion of males and females receiving a bonus payment reflects the small numbers of staff in receipt of a bonus as defined by the Gender Pay regulations (10 males and 4 females).

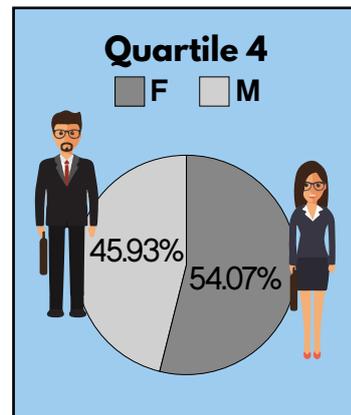
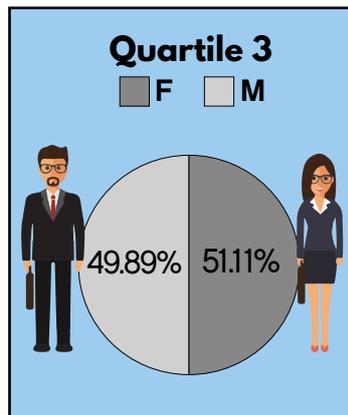
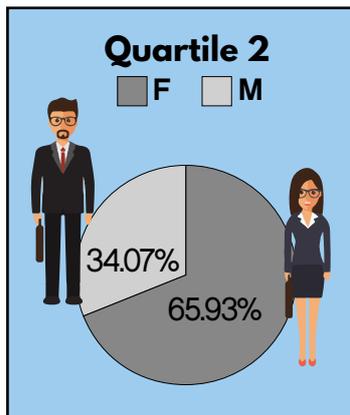
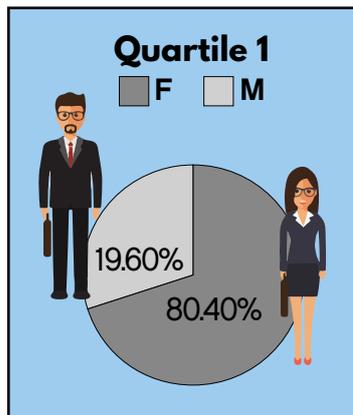
The reporting guidelines define bonus pay as any performance related or incentive payment. The College has a Golden Hello scheme which falls within this definition. This is applied to a very small number of roles which are classed as specialist/hard to fill such as Engineering and Construction. The gap may be driven to an extent by this, as these particular roles are typically occupied by male employees who come from industry to teaching.

PAY QUARTILES

This is the proportion of males and females when divided into four groups ordered from lowest to highest pay ordered from lowest (quartile 1) to highest (quartile 4) pay.

This calculation shows the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

These are outlined in quartiles and are shown in the table and charts below.



QUARTILES	COUNT OF STAFF MEMBER	PERCENTAGE IN EACH QUARTILE
Quartile 1	135	
Female	109	80.40%
Male	26	19.60%
Quartile 2	135	
Female	89	65.93%
Male	46	34.07%
Quartile 3	135	
Female	69	51.11%
Male	66	48.89%
Quartile 4	135	
Female	73	54.07%
Male	62	45.93%
GRAND TOTAL	540	

ANALYSIS OF COLLEGE GENDER PAY DATA

All job roles are evaluated and benchmarked across the organisation to ensure fair and equal pay and roles are advertised with no gender bias. It is known that more women than men are still the main caregiver for children and other family members. The majority of the College's part-time, term-time roles are filled by female employees and fall within the lower two quartiles in this analysis. This is reflective of society and interestingly, the CIPD comment that "until we see greater equality of roles within the home and in society, it will be difficult to shift the dial in the workplace" (CIPD 2018).

Our data shows that there are a higher proportion of females in all quartiles which is reflective of the high percentage of females employed by the College. AOC reports that only 48% of College Principals are female.

The College falls within this percentage and in fact the Executive Team is made up of 60% females. This shows that the College promotes and attracts women into these more senior roles successfully.

Females are over represented in the lower pay quartiles, which consist of roles such as catering, reception, pastoral support and classroom support staff - reflective of research from the CIPD which shows that "women tend to cluster in lower paid jobs - almost two-thirds (63%) of those earning minimum wage or less are female". The CIPD also reports that "Irrespective of whether the jobholders are male or female, hourly rates of pay tend to be lower for part-time than for full-time" (CIPD 2017). These roles are typically part-time, term-time roles due to business need.

60%



Women at the most senior level

The College's median gap can be attributed to the range of flexible working arrangements offered such as term-time or part-time roles that work with the business needs of education. The College now advertises all roles as full and

part-time and display the "Happy to Talk Flexible Working" banner on our website to attract both males and females to all roles.

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. In April 2020, the College will enhance our pay scales to pay the Real Living Wage.

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

- 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 by offering keeping in touch days, job sharing, compressed hours, part-time and term-time opportunities and phased returns.

Additionally, to show our commitment to closing the Gender Pay Gap, the College has developed an action plan. The Executive Team will monitor progress against action. The College has an array of working from home arrangements for all staff groups where business permits. We have recently introduced a new initiative for academic staff to work from home during holiday periods, this may encourage male employees to take up more flexible working options in the long term.