

WIGAN & LEIGH COLLEGE GENDER PAY REPORTING



CONTEXT

The statistics used show the profile of the workforce at Wigan & Leigh College as of 31st March 2018. This is the relevant date which has been defined by the supporting regulations of Gender Pay Gap Reporting. The publication date for the first Gender Pay Gap report is 30th March 2019 for public sector organisations.

The gender profile of the workforce consists of the following:

- Workforce - 61% female and 39% male
- Apprentices - 69% female and 31% male
- Part time workforce - 83% female and 17% male

The profile of the College reflects that of a typical FE College (63% female 37% male AoC College Workforce Survey 2017).

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 above requirements is detailed in the following charts.

GENDER PAY CALCULATION 2017	COLLEGE DATA
Average gender pay gap as a mean average	6.05%
Average gender pay gap as a median average	25.48%
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	2.34%
% of Males who received a bonus	4.12%

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	2.5%
% of Males who received a bonus	7.35%

The mean calculation for the College is 4.45%, this has decreased by 1.6% since 2017. This is also below the national figure of 18.4% as calculated by the Office of National Statistics and well below the education sector as a whole at 21% with FE standing at 10%.

The median calculation for the College is 22.02%, this has decreased by 3.46% since 2017. 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 are 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 (15 males and 8 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 within the College which are classed as specialist/hard to fill such as Engineering and A Levels.

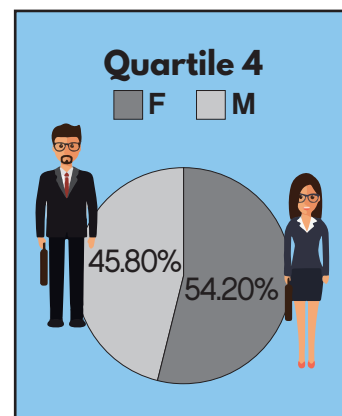
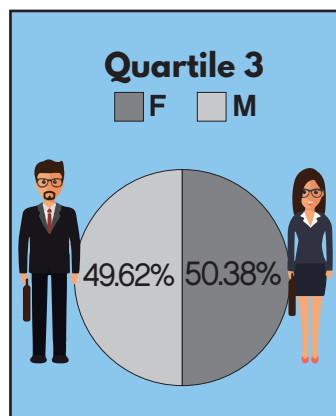
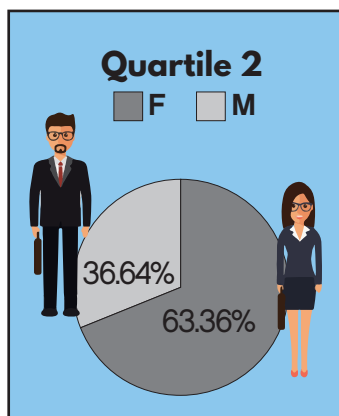
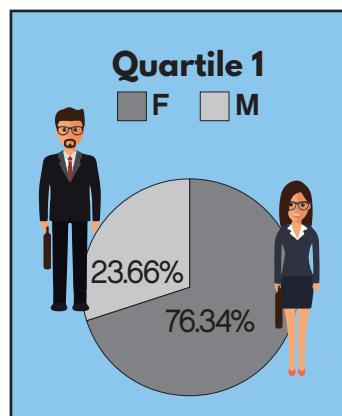
PAY QUARTILES

This is the proportion of males and females when divided into four groups ordered from lowest to highest 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	131	
Female	100	76.34%
Male	31	23.66%
Quartile 2	131	
Female	83	63.36%
Male	48	36.64%
Quartile 3	131	
Female	66	50.38%
Male	65	49.62%
Quartile 4	131	
Female	71	54.20%
Male	60	45.80%
GRAND TOTAL	524	

ANALYSIS OF COLLEGE GENDER PAY DATA

We are aware that the majority of our part time, term time roles are filled by females and fall within the lower 2 quartiles in this analysis. We always recruit the best person for the job, regardless of their gender. All job roles are evaluated and benchmarked across the organisation to ensure fair pay for the role and each role is advertised with no gender bias. All members of staff working within the same titled roles are paid within the same pay grade identified for the role regardless of their gender.

Females are disproportionately represented in the lower quartiles, which largely consist of part time and term time roles which allow flexibility. This is also indicative of the education sector and for similar roles across

wider sectors. These positions typically attract more women due to childcare responsibilities. The middle and upper quartiles also consist of more female than male employees, with a high number of females in management and senior management roles with 63% of its management team being female and 37% male. Of the Executive Team similar proportions apply with 60% of the most senior roles in the organisations held by females. The mean Gender Pay Gap for the Executive Team is -6.07%. The AoC reports that only 43% of College Principals are female, the College falls within this percentage. This shows that the College promotes and attracts women into these more senior roles successfully.

60%



Women at the most senior level

For the College the median gap can be attributed to the range of flexible working arrangements offered by the College such as term time or part time roles that work with the business needs of education.

The College median figure and analysis of the lower quartile figures show the majority of roles within these lower pay quartiles are catering, reception, pastoral support and

classroom support staff which is 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 report 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).

ADDRESSING THE PAY GAP

The College's current approach to reducing the gap has had a positive impact, between March 2017 to March 2018 the mean gap has reduced by 1.6% and the median gap has reduced by 3.46%. The College continues to address the gender pay gap by promoting the following:

The College continues to work on strategies to attract more males into part time and term time roles through the promotion of flexible working. Wigan & Leigh College is happy to talk flexible working, this is now promoted on our job adverts, where business permits.




Support for women returning to work through the promotion of return to work days, job sharing, compressed hours, part time and term time opportunities. The College promotes the use of parental leave, shared parental leave and paternity leave which are all already

options within the College. The College are in the process of introducing a return to work pack for returning employees to inform them of any College or departmental changes.

Continue to encourage male employees to take advantage of the family friendly policies and procedures already in place at the College. By the promotion of case studies of those who have already taken advantage of these policies.

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 influence male employees to take up more flexible working options in the long term.

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