

WIGAN & LEIGH COLLEGE GENDER PAY REPORTING



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 statistics within this report show the profile of the workforce at Wigan & Leigh College as of 31st March 2020.

The gender profile of the workforce consists of the following:

- **Workforce - 62% female and 38% male**

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

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 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%

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%

The mean calculation for the College is 7.33%. This is significantly below the national figure of 15.5% as calculated by the Office of National Statistics.

The median calculation for the College is 21.01%. 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).

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 (17 males and 4 females).

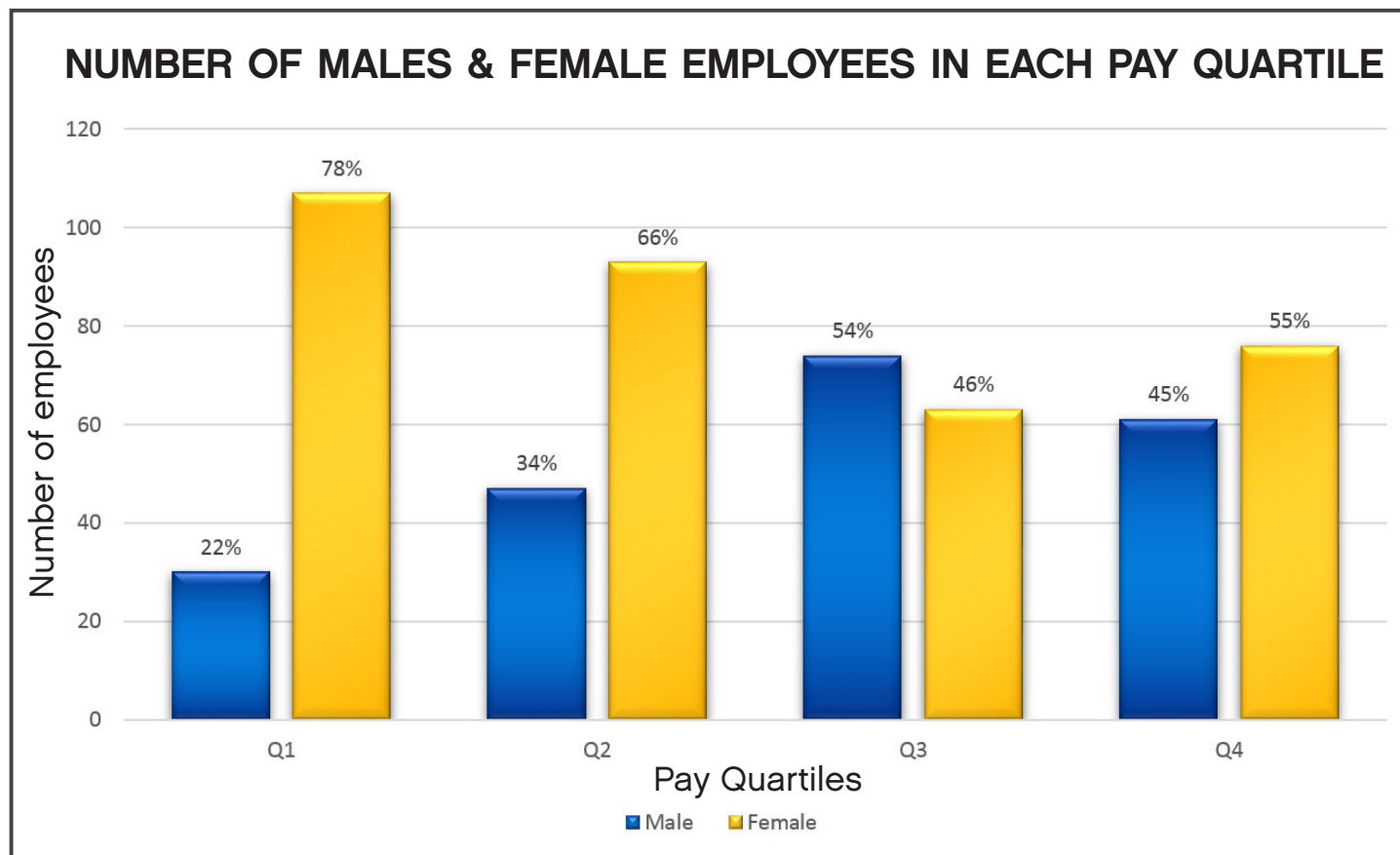
The reporting guidelines define bonus pay as any performance related or incentive payment. The College has a Golden Hello scheme which falls within this definition. This is applied to a very small number of roles within the College which are classed as specialist/hard to fill such as Engineering and 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 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.



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. 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).

The Education & Training Foundation report that "Sixty-one per cent of all staff are female in the latest SIR surveys" and that "the proportion of women in senior management roles reduced from 58% to 54%". Reflective of these statistics, 62% of the College's workforce are made up of female employees, with the Executive Team sitting above average, being represented by 60% Female employees.

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). 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. Historically, the College were over represented by Female employees in the lower pay quartiles however we are finding that this gap is narrowing.

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. This is reflective of the wider industrial market. Research from Engineering UK reports that females represent only 12% of the workforce in Engineering and this is reflective of the number of females we see apply to the College for roles within these Departments.

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 advertise all roles as full and part time and display the "Happy to Talk Flexible Working" banner on our website in an effort 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. The College also have an Equality and Diversity Group and sub-groups focused on specific tasks who are dedicated to driving fairness and equality throughout the workforce.

The College are committed to promoting equality and offer 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 support women returning to work from maternity leave by promoting keeping in touch days, job sharing, compressed hours, part time and term time opportunities and phased returns.

The College are looking to introduce a new hybrid working model for the new academic year. This will allow staff to combine onsite and offsite working, creating a flexible working environment. This type of flexibility may open up the College's talent pool and create opportunities for those that would otherwise not have been able to take them due to other commitments. Research is currently being conducted amongst staff to assist the College with the development of the hybrid working model.

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