

GENDER PAY GAP AT GRANTHAM COLLEGE

Introduction

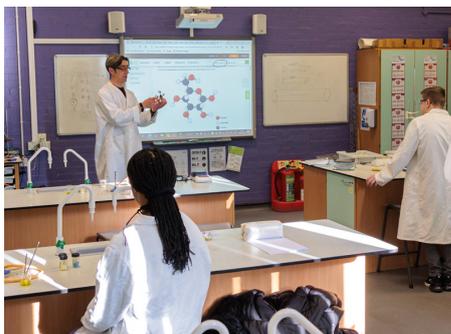
This report contains the Colleges statutory disclosure of the gender pay gap. All companies with 250 or more employees are required to publish their gender pay gap under new legislation which came into force in April 2017. Employers are required to publish the gap in pay between men and women on both a median (pay per hour based on the person in the middle of the distribution of pay) and a mean basis (average hourly rate). In addition employers are required to disclose the distribution of gender by pay quartile i.e. splitting the workforce into 4 groups based upon their pay and showing the proportion of men and women in each group. Employers are also required to disclose percentages of staff receiving bonuses. We have no data in this category, as we do not operate a bonus scheme.

The information included in the report is data collected on 31 March 2021 and does not include employees who were on reduced pay due to absence i.e. sickness, maternity or paternity leave at this time.

Why equal pay and the gender pay gap are not the same

The gender pay gap is the difference between the average hourly rate of pay of all male and female employees (as set out by the regulations). The gender pay gap is reported on both a mean and median basis.

As regards to equal pay – UK law since the 1970's has prohibited paying different amounts to men and women who are carrying out 'like work' of 'equal value' or work rated as 'equivalent' unless there is a genuine material factor for the difference.

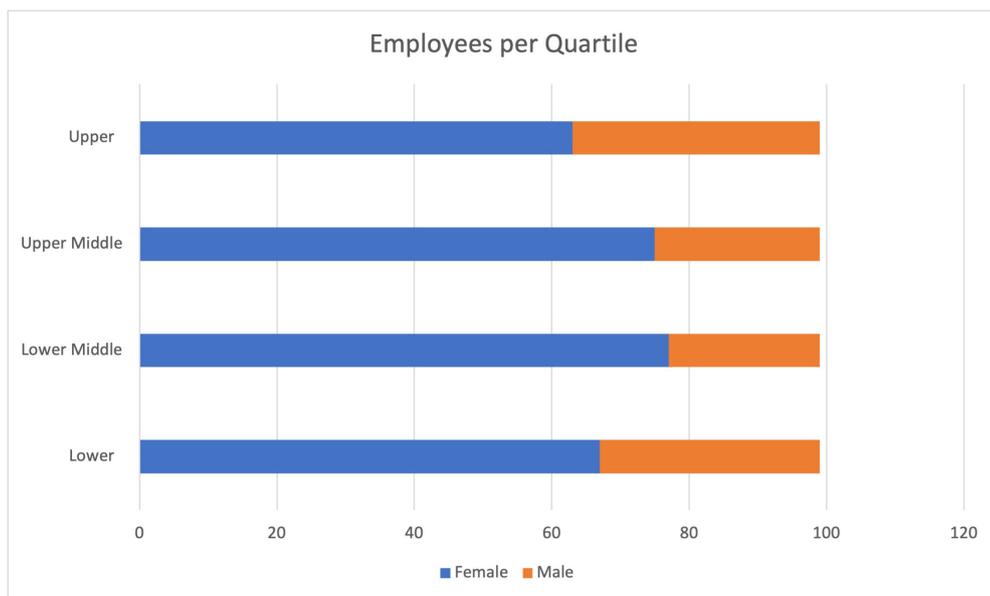


Gender at Grantham College

The gender breakdown of the employee population as of 31 March 2020 was 71% female (282 employees) and 29% male (114 employees) which is the same gender breakdown as in previous years. This difference is mainly due to the nature of employment opportunities at the College and the high volume of part time posts, which generally attract those with caring responsibilities who are not looking for a full time post due to accountabilities outside of College.

It is also the case that women outnumber men at each level of the College management structure. The gender breakdown of the workforce being majority female matches that of the Senior Leadership Team which as of 31 March 2021 was 71% female and 29% male and also that of the College Leadership Team which as of 31 March 2021 was 78% female and 22% male.

The bar graph below show the difference in number of men and women employed within each of the 4 quartiles.



The Gender Pay Gap at Grantham College

The bar graph below show the difference in number of men and women employed within each of the 4 quartiles.

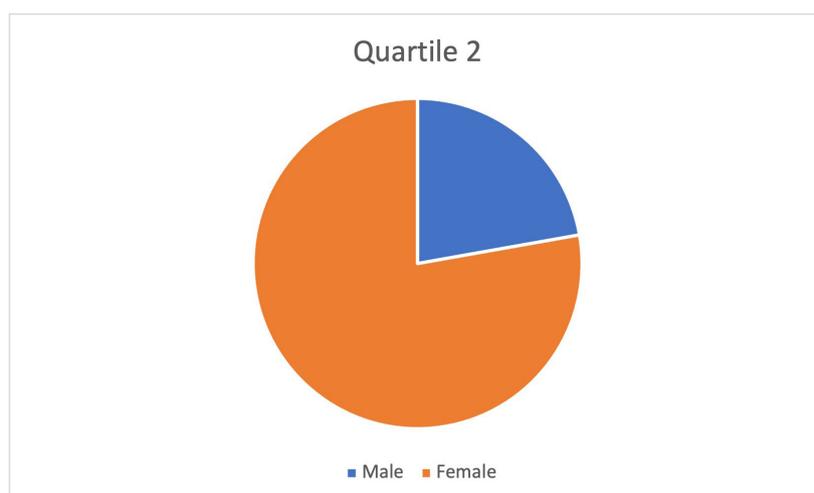
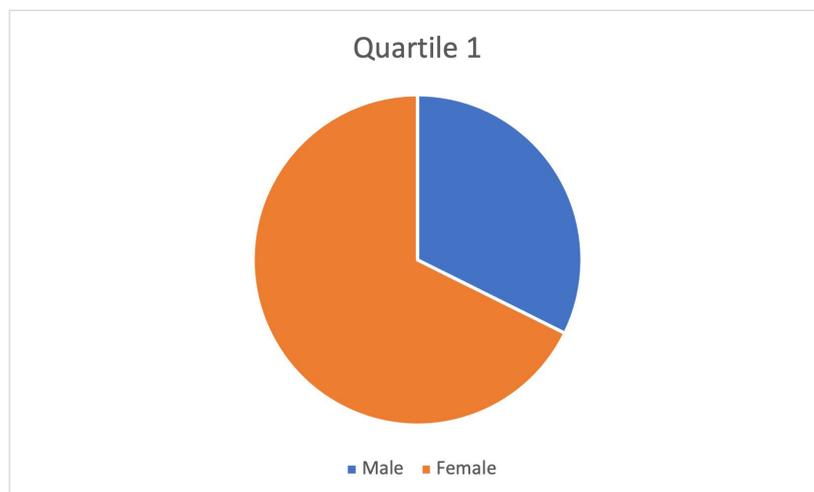
| | Women's earnings are: |
|-------------------------------------|-----------------------|
| Mean gender pay gap in hourly pay | 6.66% lower |
| Median gender pay gap in hourly pay | 14.77% lower |

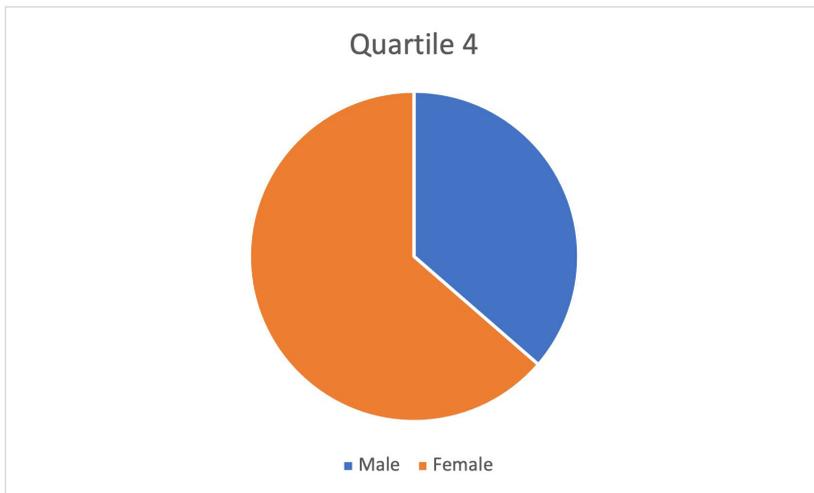
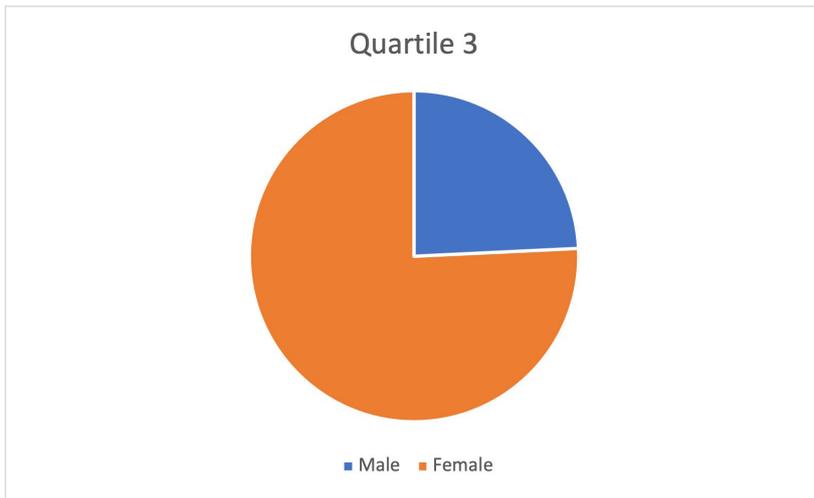
The gender pay gap at the College as of March 2021 is the lowest it has been since reporting began back in 2017 with the mean reducing by up to 7.65% and the median by up to 6.17%. The charts below set out the gender profile by pay quartile. The data shows that whilst there are more women than men in all 4 quartiles, the proportion of males in Quartile 1 and Quartile 4 slightly exceed the workforce average of 29%, whilst in Quartile 2 and Quartile 3 the proportion is slightly less than the workforce average.

The job roles in the lower quartiles tend to be cleaning, catering services and administration posts and it should be noted that the College does not outsource these activities unlike many other organisations and therefore this should be taken into account when comparisons are made with other organisations that do outsource such activities.

The highest proportion of males are employed in quartile 4 where the gender breakdown is 38% male compared to the workforce average of 29%. The job roles within this quartile tend to be in management and STEM areas of the curriculum. These areas such as Engineering, Maths, Computing and Construction have labour shortages across education and therefore the College are driven to offer market rate salaries to secure competent staff in these areas. The areas are male dominated in society in general and this appears the same within Education.

This could also suggest occupational segregation, where some occupations become more attractive than others to either men or women.





Conclusion

Having a predominately female workforce means even small fluctuations in the male workforce can have a significant impact on our gender pay gap e.g. if the College were to employ more men in the lower pay quartiles, while keeping the overall number of staff constant, this would act to reduce the gender pay gap.



Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Paul Deane,
Principal &
Chief Executive

Claire Temprell,
Vice Principal –
HR & Student Services