

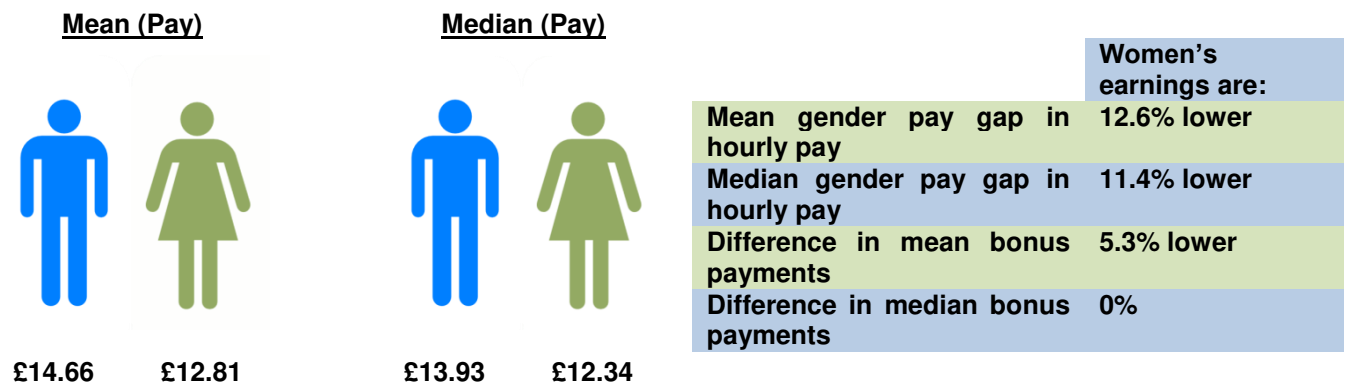
GENDER PAY GAP REPORTING

1 INTRODUCTION

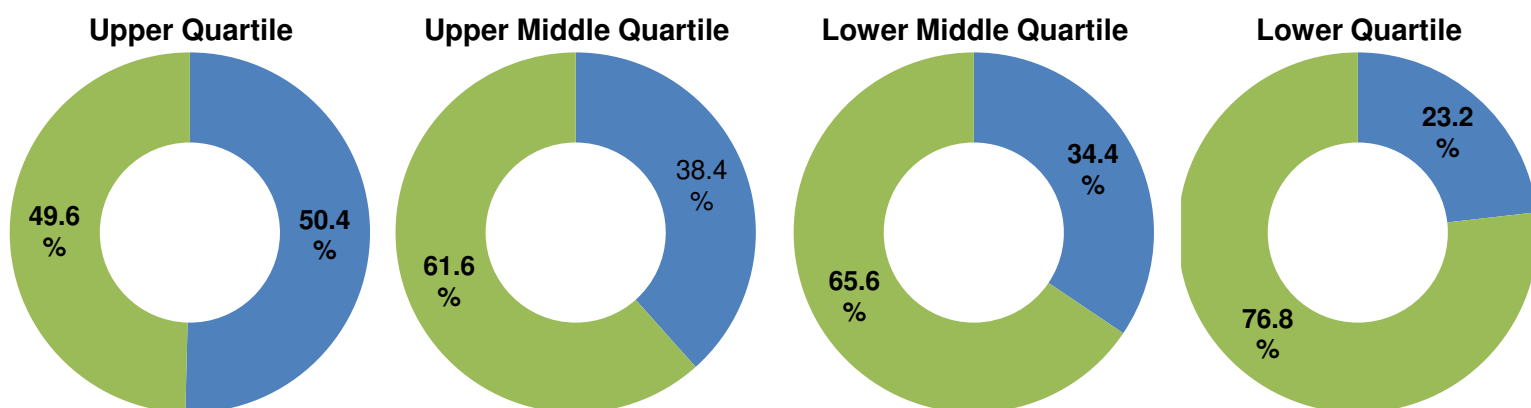
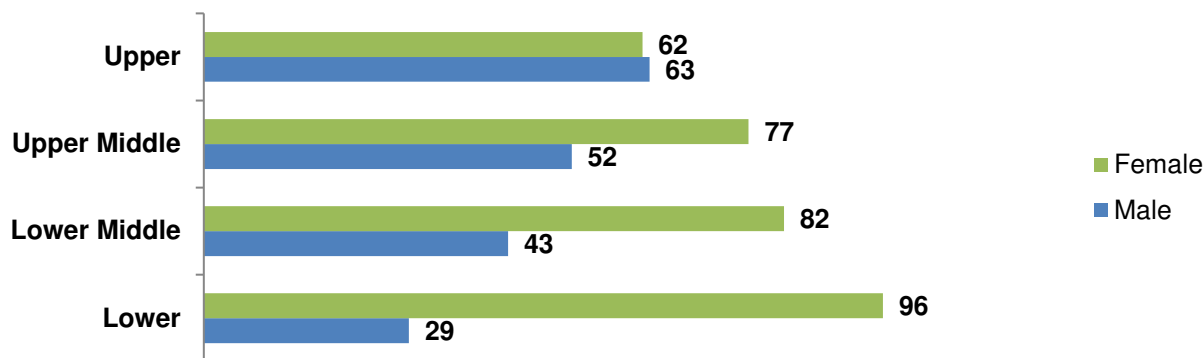
- 1.1 The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, in force from 6 April 2017, require private and voluntary sector employers with 250 or more employees in the UK to report their gender pay gap, based on pay data captured at 31 March each year (the 'data snapshot date'). The report must contain:
- the difference between the mean and median hourly pay rate of male and female employees
 - the difference between the mean and median bonuses paid to male and female employees
 - the proportion of male and female employees receiving a bonus payment
 - the proportion of male and female full-time employees in each pay quartile.
- 1.2 The mean hourly rate is the average hourly wage across the entire organisation, so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.
- 1.3 The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).
- 1.4 Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.
- 1.5 Organisations must publish the report on their own website, and on the Government's gender pay gap reporting website, within a year of the snapshot date. A companion site, the gender pay gap viewing service, enables the public to view all of the published reports.
- 1.6 The gender pay gap should not be confused with the equal pay gap. The right to equal pay is a contractual right which arises only when there is an unjustifiable difference in the individual earnings of a woman and man doing equal work. The gender pay gap is a measure of labour market or workplace disadvantage, expressed in terms of a comparison between men and women's hourly rates of pay.

2 COVENTRY COLLEGE'S DATA

- 2.1 The College's pay gap is heavily influenced by the uneven distribution of male and female employees across the workforce. In particular, the College has a greater proportion of women employed in the lower and lower middle quartiles.



- 2.2 The above chart indicates that the College's headline figures for mean pay and median pay are **12.6%** and **11.4%** respectively. These figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation. The figures are impacted by the fact that the College has more females than males in the organisation, and many female employees are employed in business support roles which are paid at the lower end of the pay scales. However, it should be noted that at 12.6% and 11.4%, the College's mean and median gender pay gap figures are lower than the national averages of 17.9% and 11.9% respectively.
- 2.3 The College is also required to report on the payment of bonuses to its employees. The College offers very few performance-related bonuses to employees; however, on some occasions it has offered incentives when recruiting to 'hard-to-fill' posts. A very small number of bonuses were paid across the College - 1.9% of female staff received a bonus, compared to 0.5% of male staff. As can be seen from the above data, there is a minimal gap between the amounts paid to female staff and amounts paid to male staff. There is no difference in the median average of bonus payments made.
- 2.4 The College is also required to split the College into four equal quartiles, based on hourly rates, and to confirm how many men and women are in each quartile. The results can be seen in the chart below.



2.5 The College has around three times the amount of females working in business support areas than males; these are some of the lowest paid jobs in the College and this is reflected in the percentages of females indicated in the lower quartile and lower middle quartile. In terms of employees paid at the higher bands of pay, i.e. the upper quartile, the College has broadly equal numbers of males and females. However, because of the numbers and distribution of staff in the organisation, the predominance of females in lower paid roles makes a difference in terms of gender pay.

2.6 There are a number of staff (predominantly female) who work on a term time only basis. The College offers this working pattern to allow utmost flexibility to our staff. However, it is worth noting that this also distorts the College's gender pay gap.

3 COMPARISONS TO LAST YEAR

3.1 Last year's report was based on the data pre-merger, and therefore City College Coventry and Henley College Coventry reported their gender pay figures separately.

3.2 It is pleasing to note that, overall, the gender pay gap has reduced significantly since the merger. Last year Henley College Coventry reported a mean gender pay gap of **15.2%**; City College Coventry reported a mean gender pay gap of **14.9%**. Henley College also reported a median gender pay gap of **21.1%**; City College reported a median gender pay gap of **27.7%**.

4 IMPLICATIONS OF THE FINDINGS AND THE WIDER CONTEXT

- 4.1 The data that has been released indicates that nationally there is a gender pay gap of **17.9%**. Whilst there is variation in the level of the pay gap between different sectors of business, there is no one sector which pays women more than men, i.e., all the distinct sectors have a pay gap that favours men.
- 4.2 The Government itself noted that the causes of the gender pay gap were complex and overlapping, identifying 3 key influencing factors:
- A higher proportion of women choose occupations that offer less financial reward (e.g. administration). Many high paying sectors are disproportionately made up of male workers (e.g. engineering, information and communications technology)
 - A much higher proportion of women work part-time, and part-time workers earn less than their full-time counterparts on average
 - Women are still less likely to progress up the career ladder into high paying senior roles (although it should be noted that the figures for Coventry College indicate that the percentage of women and men in the top pay banding quartile is broadly equal (and the senior team has more women than men); there are also more women than men in the upper middle quartile pay bandings).
- 4.3 Other external factors, such as the availability of childcare, the proportions of men and women in the local labour market, the type of jobs available (i.e., whether they are in 'traditional' male areas such as engineering, or in 'traditional' female areas, such as health and social care, etc.), and societal norms over care expectations (for younger and older family members) also affect the gender pay gap, as do internal factors, such as the structure and implementation of pay and bonus systems, and the provision of flexible working opportunities, both at national level and at the level of the individual organisation.
- 4.4 It should also be noted that the gender pay gap data does not take account of non-pay benefits, which means that rankings on the basis of pay alone might not accurately reflect relativities in total reward. There are a range of non-pay benefits available at Coventry College, including attractive pension schemes, generous annual leave entitlements, access to training and development opportunities and other employee benefits. The College also promotes a range of inclusive practices such as flexible working arrangements and work-life balance initiatives.

5 FUTURE ACTION

- 5.1 As part of the College's overall equality, diversity and inclusion strategy, a detailed action plan will be developed. Included within the plan will be a specific section on staffing, which will incorporate actions aimed at reducing the gender pay gap. Such actions will include a review of staff recruitment processes, existing pay scales and grades, assessment of salary on appointment, pay and working practices, flexible working arrangements, training and development opportunities and other relevant areas, to ensure there is no unconscious bias. This work will be further supported by the harmonisation process and further development of the People Strategy.