



**Cheshire College
South & West**



2023 Gender Pay Gap Report

(Publish Date: March 2024)



Our Purpose;
Nurturing talent and empowering
people to achieve their full potential;
supporting businesses to succeed
and communities to thrive.

Inspire. Believe. Achieve.

1. Introduction

- 1.1 The gender pay gap shows the difference in the average earnings between all men and women in an organisation.
- 1.2 The College pays colleagues equally, but it is important to distinguish between equal pay and the gender pay gap. Equal pay issues arise when men and women are paid differently, despite doing the same work or work of equal value. This is not a concern at the College which is evidenced by a job evaluation project which concluded in July 2020. Gender pay however, is a much broader concept which compares the average earnings of men and women within an organisation. This difference is expressed as the percentage between men and women's pay.
- 1.3 From April 2017, employers with 250 or more employees must publish their gender pay gap. The pay gap must be reported in a variation of ways:
- 1.3.1 mean and median gender pay gaps;
 - 1.3.2 mean and median gender bonus gaps;
 - 1.3.3 proportion of men and women who received bonuses; and
 - 1.3.4 proportion of men and women according to quartile pay bands
- 1.4 The **mean** gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- 1.5 The **median** gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- 1.6 The College does not operate a bonus scheme, as such there is not a requirement to report on bonus payments.

2. Gender Profile

- 2.1 Table 1 shows the overall percentage of female staff (*gender profile*), stands at 65%, which is a slight decrease of 1% compared to last year.

Gender	Percentage of Total Workforce				
	2019	2020	2021	2022	2023
Female	64%	64%	64%	66%	65%
Male	36%	36%	36%	34%	35%

(Table 1: Workforce Gender Profile)

3. Gender Pay Gap

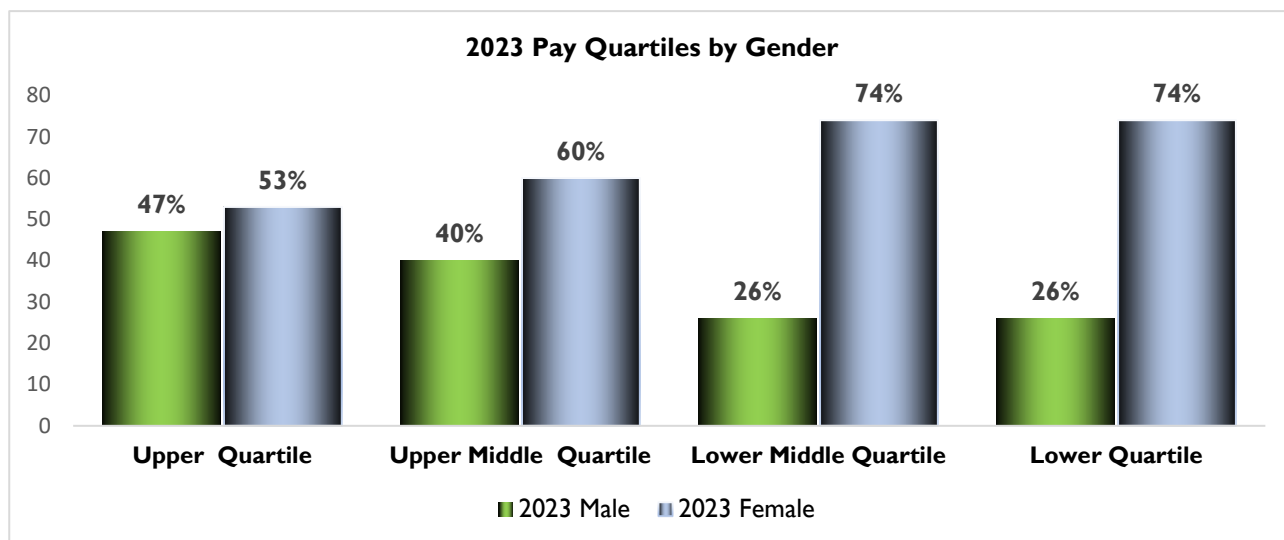
- 3.1 Table 2 shows the mean and median gender pay gap as of 31 March 2023 compared to the previous 3 years.

Category	2019	2020	2021	2022	2023
Mean Gender Pay Gap	12.9% in favour of men	9.82% in favour of men	10.52% in favour of men	13.41% in favour of men	10% in favour of men
Median Gender Pay Gap	13.7% in favour of men	15.37% in favour of men	11.12% in favour of men	18.66% in favour of men	21.01% in favour of men

(Table 2: Mean and Medium Gender Pay Gap)

4 Pay Quartiles

4.1 Chart 1 shows the proportion of males and females in each pay quartile as of 31 March 2023.



(Chart 1: Pay Quartiles)

5 Analysis of Pay Gap Data

- 5.1 Analysis of the data shows that the College has seen a decrease in the mean value pay gap by 3.41% compared to the value for 2022 which was 13.41%.
- 5.2 There has been an increase in the median value pay gap by 2.35% compared to 2022, however the increase was not as high as last year, as the increase for 2022 was 7.54%.
- 5.3 The College is reporting a median pay gap of 21.01% compared to the UK pay gap of 14.9% in 2022 (*Office for National Statistics*).
- 5.4 The UK figure decreased by 0.11% from 2021 to 2022 (*Office for National Statistics*).
- 5.5 The mean figure of 10% is more comparable for the College, as this represents the average difference between males and females across all pay scales. This figure has dropped considerably more than the national average.
- 5.6 Females are well represented at the ELT, SLT and CLT levels of the College.
- 5.7 The main reasons for the College's current gender pay gap are:
- 5.7.1 despite more females in each of the quartiles, overall, there remains a higher percentage of females in the lower quartiles which represent more junior roles and therefore lower salaries.
 - 5.7.2 the percentage of the lower middle quartile has increased from 68% to 74%, which reflects recruitment into mainly support posts. These posts are more likely to be filled by females.
 - 5.7.3 it is still the case that females are more likely than males to take time out from work to start a family, look after children or other family members;
 - 5.7.4 females are still more likely to work part-time or term-time only, with such roles often attracting a pro-rata or lower salary; and
 - 5.7.5 the decrease in the mean value represents the recruitment of more females to the upper and upper middle quartile, as the overall average gap between salaries for males and females has been reduced.

6 Commitments for the Future

- 6.1 The College is committed to improving the gender pay gap and will prioritise the following areas for action over the next 12 months:
- 6.1.1 to continually review the College recruitment and career progression opportunities;
 - 6.1.2 where appropriate, encourage both males and females to consider family friendly and flexible working policies;
 - 6.1.3 consult with the College joint trade unions to identify any barriers for career progression;
 - 6.1.4 continue to encourage staff at all levels to participate in formal job training opportunities;
 - 6.1.5 continue to ensure staff can discuss their development opportunities and to embed succession planning within the Performance Development Review (*PDR*) framework; and
 - 6.1.6 continue to review new roles in line with the job evaluation framework to ensure roles are benchmarked in line with current salary scales.
- 6.2 The College is committed to reporting gender pay on an annual basis.