



**Cheshire College
South & West**

Gender Pay Gap Report March 2018

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all employers employing 250 or more employees to publicly report on their gender pay gap. This report gives the gender pay gap in Cheshire College South & West as at 31 March 2017 (at the point of merger between South Cheshire College and West Cheshire College).

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 Cheshire College South & West 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 - something which isn't an issue within Cheshire College South & West. 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 difference 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 The mean and median gender pay gaps
 - 1.3.2 The mean and median gender bonus gaps
 - 1.3.3 The proportion of men and women who received bonuses
 - 1.3.4 The 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 Cheshire College South & West does not operate any kind of bonus scheme, as such there is not a requirement to report on bonus payments.

2. Gender Profile

- 2.1 Table I shows the overall percentage of female staff (gender profile) stands at 65%. This is comparable to the latest data reported by the FE Workforce Data, which reported that two thirds of FE staff were female.

| Gender | Percentage of Total Workforce |
|--------|-------------------------------|
| Male | 35% |
| Female | 65% |

(Table I)

3. Gender Pay Gap

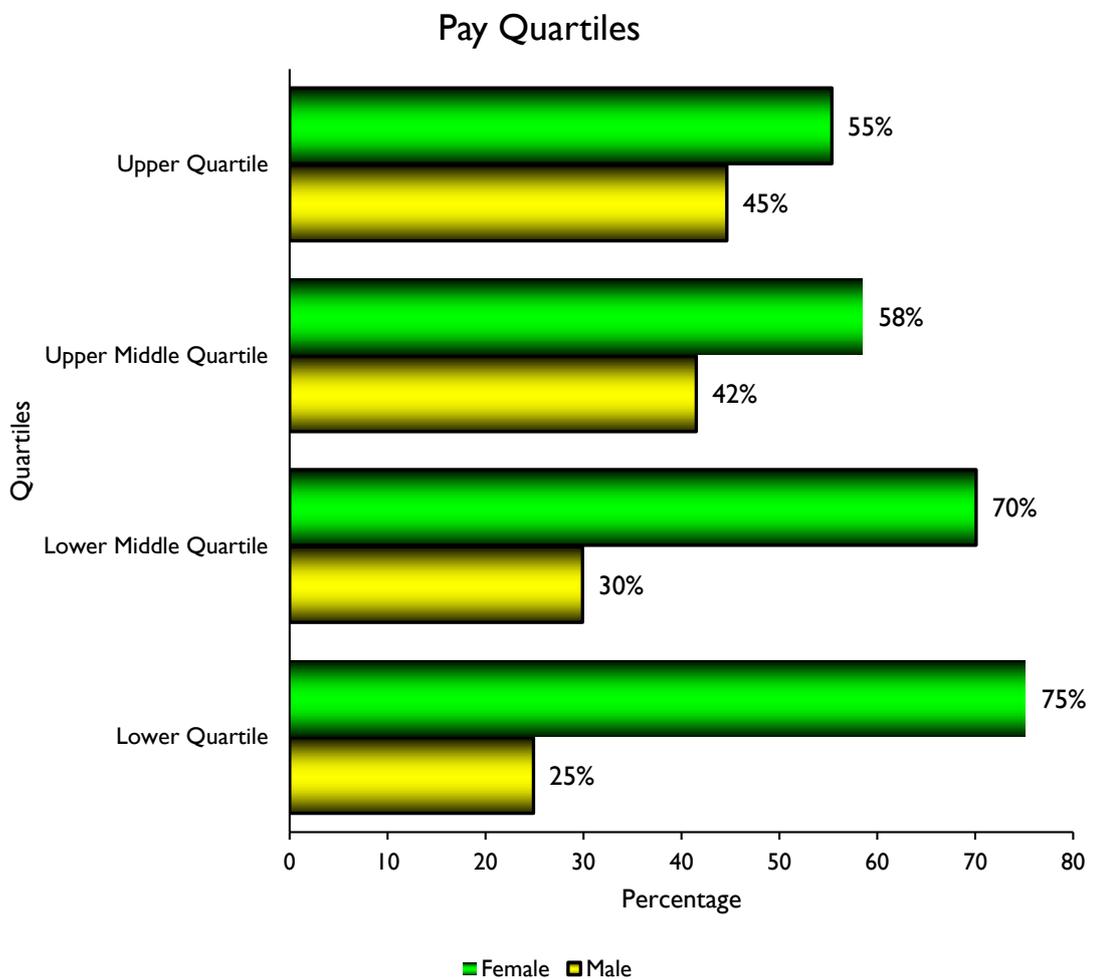
3.1 Table 2 shows the mean and median gender pay gap.

| Category | Value |
|-----------------------|-------------------------|
| Mean Gender Pay Gap | 12.09% in favour of men |
| Median Gender Pay Gap | 12.14% in favour of men |

(Table 2)

4. Pay Quartile

4.1 Chart 1 shows the proportion of Men and Women in each Pay Quartile



(Chart 1)

5. Analysis of Pay Gap Data

- 5.1 Analysis of the data shows that both the mean and median values compare favourably with that of the national averages of 17.4% (mean) and 18.4% (median). The figures are also below the 15.6% reported for the FE Sector (*Annual Survey of Hours and Earnings, Office for National Statistics, October 2017*).
- 5.2 The main reasons for our mean gender pay gap of 12.09% and the median pay gap of 12.14% are:
- 5.2.1 Although there are more females in each of the quartiles, overall there is a higher percentage of females in the lower quartiles which represent more junior roles and therefore lower salaries.
 - 5.2.2 There is a higher percentage of males in the upper quartiles, which represent more senior roles and therefore higher salaries.
 - 5.2.3 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.
 - 5.2.4 Females are also more likely to work part-time, with such roles often attracting a pro-rata salary and/ or lower paid salaries.
 - 5.2.5 The snap shot data at March 31st 2017 includes a number of hourly paid contracts, 70% of which were held by females. Such contracts are no longer being utilised post-merger.

6. Taking Action

- 6.1 The College gender pay gap compares favourably within the FE Sector, as well as within the national picture. However, the College is committed to fair pay, irrespective of gender, and to improving our gender pay gap.
- 6.2 The College is therefore prioritising the following areas for action:
- 6.2.1 Continue to promote family friendly and flexible working policies and procedures to encourage both male and female employees to discuss flexible working arrangements.
 - 6.2.2 Ensure that all staff have the opportunity to discuss their development opportunities and to continue to embed succession planning within the annual performance development review (PDR) process.
 - 6.2.3 Explore how the College can attract more males into the workforce to create a more even gender balance.
 - 6.2.4 Explore how the College can attract more females into the Upper and Upper Middle Quartiles.
 - 6.2.5 Consult with the Staff Forum and Joint Trade Unions to identify any barriers to progression
 - 6.2.6 Encourage staff at all levels to participate in mentoring schemes and formal job training opportunities.

6.2.7 Development of a job evaluation framework to ensure roles are benchmarked within the College pay structure and any pay anomalies are addressed.

6.3 **Cheshire College South & West is committed to reporting gender pay on an annual basis.**

Signed

A handwritten signature in black ink, appearing to read 'Patricia Bacon', written over a horizontal line.

Dame Pat Bacon
Chair of the Corporation

Date 28 March 2018