



Cheshire College
South & West

Gender Pay Gap Report

March 2021

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 and West as at 31 March 2020.

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 and West pays colleagues equally, but it is important to distinguish between equal pay and the gender pay gap.
- 1.3 Equal pay issues arise when men and women are paid differently, despite doing the same work or work of equal value. This is not an issue within Cheshire College South and West which is evidenced by a recent job evaluation project which concluded in July 2020.
- 1.4 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.
- 1.5 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:
- 1.5.1 the mean and median gender pay gaps;
 - 1.5.2 the mean and median gender bonus gaps;
 - 1.5.3 the proportion of men and women who received bonuses; and
 - 1.5.4 the proportion of men and women according to quartile pay bands.
- 1.6 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.
- 1.7 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.
- 1.8 Cheshire College South and 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 1 shows that the overall percentage of female staff (*gender profile*), stands at 64%, this is the same figure as the previous year. This is also comparable to the most recent data reported by the FE Workforce Data, which reported 62% of the FE workforce as being female.

Gender	Percentage of Total Workforce 31 March 2019	Percentage of Total Workforce 31 March 2020
Female	64%	64%
Male	36%	36%

(Table 1)

3. Gender Pay Gap

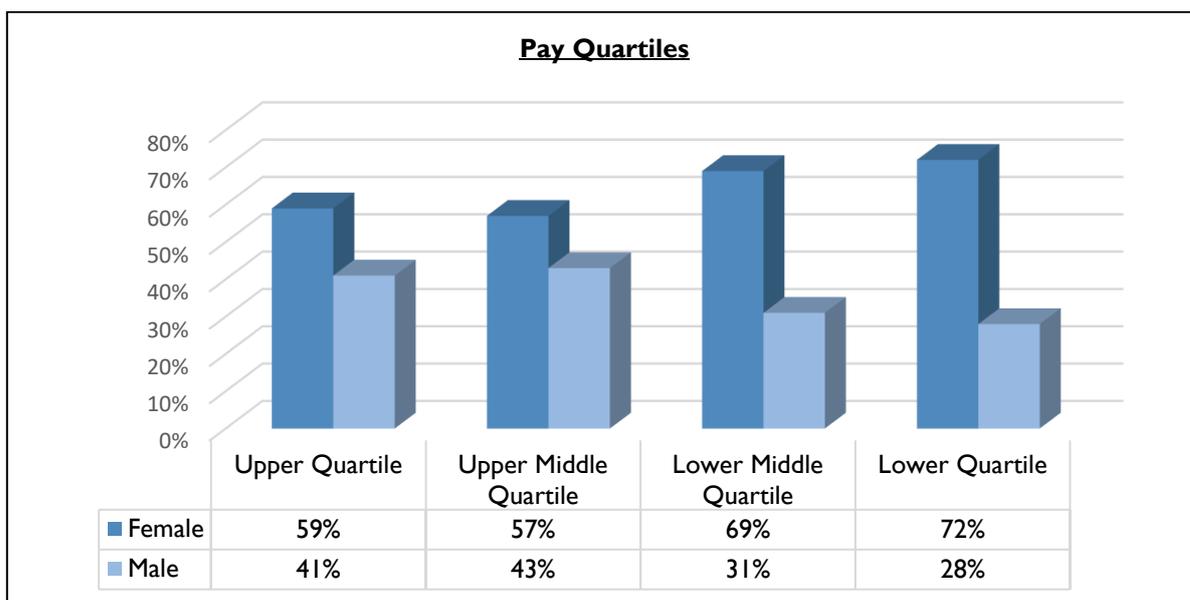
3.1 Table 2 shows the mean and median gender pay gap as of 31 March 2019 and 31 March 2020.

Category	Value 31 March 2019	Value 31 March 2020
Mean Gender Pay Gap	12.9% in favour of men	9.82% in favour of men
Median Gender Pay Gap	13.7% in favour of men	15.37% in favour of men

(Table 2)

4. Pay Quartiles.

4.1 Chart 1 shows the proportion of males and females in each pay quartile.



(Chart 1)

5. Analysis of Pay Gap Data

5.1 Analysis of the data shows that the College has seen a decrease in the mean value by 3.08% compared to the reporting period for last year, as the value for 2019 was reported as 12.9%.

5.2 There has been a slight increase in the median value by 1.67% compared to the reporting period last year as the value for 2019 was reported as 13.7%.

5.3 The College compares favourably to the UK pay gap of 15.5% in 2020 (*Office for National Statistics*). The UK figure fell by 1.9% from 2019 to 2020.

5.4 Females are well represented at the ELT, SLT and CLT levels of the College.

5.5 The main reasons for the College's current gender pay gap are:

5.5.1 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;

5.5.2 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;

- 5.5.3 females are still more likely to work part-time or term time only, with such roles often attracting a pro-rata or lower paid salaries;
- 5.5.4 the comparison against 2019 shows that the percentage of females in the upper middle quartile has decreased from 59% to 57%, and the percentage of males in this quartile has increased from 41% to 43%; and
- 5.5.5 the slight increase in the median value represents the recruitment of more males to the upper middle quartile. Based on the analysis of recruitment data, the College recruited 18 females and 20 males which would form part of this upper middle quartile range.

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 continue to review and analyse 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 have the opportunity to discuss their development opportunities and to embed succession planning within the new Count Me in for Feedback (CMiF) 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 Cheshire College South and West is committed to reporting gender pay on an annual basis.