

**Cheshire College
South & West**

2021 Gender Pay Gap Report

(Publish Date: March 2022)



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 64%, which has remained constant since 2019. This is also comparable to the most recent data reported by the FE Workforce Data for England 2019, which reported 62% of the FE workforce as being female.

Gender	Percentage of Total Workforce		
	2019	2020	2021
Female	64%	64%	64%
Male	36%	36%	36%

(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 2021 compared to the previous 2 years.

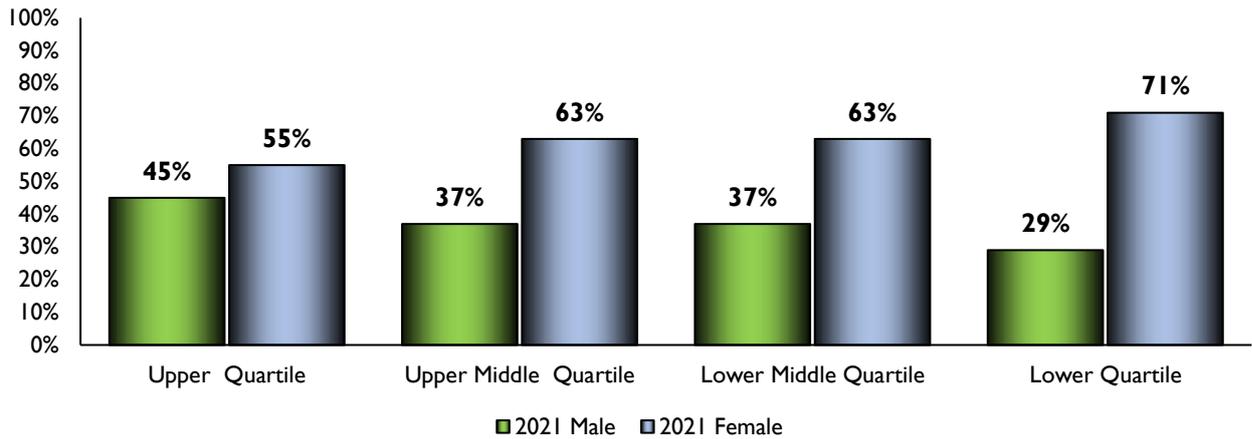
Category	2019	2020	2021
Mean Gender Pay Gap	12.9% in favour of men	9.82% in favour of men	10.52% in favour of men
Median Gender Pay Gap	13.7% in favour of men	15.37% in favour of men	11.12% in favour of men

(Table 2: Mean and Medium Gender Pay Gap)

4 Pay Quartiles

- 4.1 *Chart 1* overleaf shows the proportion of males and females in each pay quartile as of 31 March 2021.

2021 Pay Quartiles by Gender



(Chart 1: Pay Quartiles)

5 Analysis of Pay Gap Data

- 5.1 Analysis of the data shows that the College has seen a slight increase in the mean value pay gap by 0.7% compared to the value for 2020 which was 9.82%.
- 5.2 There has been a decrease in the median value pay gap by 4.25% compared to 2020 which was 15.37%.
- 5.3 The College compares favourably to the UK pay gap of 15.5% in 2020 (*Office for National Statistics*).
- 5.4 The UK figure fell by 1.9% from 2019 to 2020.
- 5.5 Females are well represented at the ELT, SLT and CLT levels of the College.
- 5.6 The main reasons for the College's current gender pay gap are:
 - 5.6.1 despite 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;
 - 5.6.2 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;
 - 5.6.3 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
 - 5.6.4 the decrease in the median value represents the recruitment of more males to the lower middle quartile and more females to the upper middle quartile.

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 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 The College is committed to reporting gender pay on an annual basis.