

Gender Pay Gap Report 2022

Introduction

Gender pay gap reporting legislation requires, employers with 250 or more employees to publish calculations to illustrate the gender pay gap between the average earnings of male and female employees. The census date is the 31st March of each year and the deadline for reporting the 30th March 2022.

1. What do we need to report?

We must report the following information:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each quartile pay band

2. Three year comparison - Gender pay gap

The tables below show a summary of the Gender Pay Gap data for 2020, 2021 and 2022 based on the hourly rates of pay for all employees.

| | MEAN | | MEDIAN | | TOTAL EMPLOYEES | |
|-------------------|--------|--------|--------|--------|-----------------|--------|
| | Male | Female | Male | Female | Male | Female |
| 31/03/2022 | £18.25 | £16.91 | £18.49 | £15.96 | 263 | 555 |
| | 7.34% | | 13.68% | | 818 | |

| | MEAN | | MEDIAN | | TOTAL EMPLOYEES | |
|-------------------|--------|--------|--------|--------|-----------------|--------|
| | Male | Female | Male | Female | Male | Female |
| 31/03/2021 | £17.05 | £15.98 | £16.92 | £15.04 | 276 | 583 |
| | 6.28% | | 11.11% | | 859 | |

| | MEAN | | MEDIAN | | TOTAL EMPLOYEES | |
|-------------------|--------|--------|--------|--------|-----------------|--------|
| | Male | Female | Male | Female | Male | Female |
| 31/03/2020 | £16.68 | £15.72 | £16.59 | £14.74 | 270 | 558 |
| | 5.76% | | 11.15% | | 828 | |

3. Background information for the mean and median gender pay gap (2022)

- 3.1 The College has more females (67.8%) than males (32.2%) within its workforce and there has been a variance increase of 0.2% since 2021 in favour of women.
- 3.2 London South East Colleges employed 818 staff, of which 555 were females and 263 were males. Within the lower and lower middle quartile 35.81% were females and , these tend to be business support roles, several of which are curriculum learning support, and they are predominantly term time only positions. Term time only contracts are useful for working parents and those with children who require school holidays (13 weeks every year) leave for childcare responsibilities. These roles are assigned to job families and paid on appropriate salaries based upon the role and not the gender of the postholder.
- 3.3 The College is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. The gender pay gap emerges from the roles in which men and women hold within the College and the salaries attached to those roles.
- 3.4 The College salaries are based upon the AoC payscales.
- 3.5 Whilst there is a higher percentage of females at the lower and lower middle quartile, within the upper quartile, 64% were females which a significant positive number. The College promotes flexible working and has a hybrid working policy in place which aids with caring responsibilities.

The median gender pay gap increased slightly at 13.68%, in favour of men, compared to 11.11% the previous year (2021).

The mean has increased slightly increased by 1.06% in favour of men, compared to the previous year (2021).

This is due to the changes in the workforce profile during this period and also the departure of 19 women, in the upper middle quartile, and increase of 8 men. The roles held were lecturing.

4. Bonus gender pay gap (2022)

During the period 1st April 2021 – 31st March 2022 no bonus payments were made.

5. Percentage of men and women in each quartile band (2022)

The tables below show the distribution of and the percentage of staff within each of the quartile bands, as reported in March 2022, and compared to March 2021.

| Gender | Number of Staff (2022) | % of Male/Female Per Quartile (2022) | Number of Staff (2021) | % of Male/Female Per Quartile (2021) | Number of Staff (2021) | % of Male/Female Per Quartile (2021) |
|----------------------------------|------------------------|--------------------------------------|------------------------|--------------------------------------|------------------------|--------------------------------------|
| Lower Quartile Female | 144 | 17.60% | 152 | 17.69% | 148 | 17.88% |
| Lower Quartile Male | 60 | 7.33% | 63 | 7.33% | 59 | 7.13% |
| Total Number of Employees | 204 | | 215 | | 207 | |
| Lower Middle Female | 149 | 18.21% | 157 | 18.28% | 150 | 18.12% |
| Lower Middle Male | 55 | 6.72% | 58 | 6.75% | 57 | 6.89% |
| Total Number of Employees | 204 | | 215 | | 207 | |
| Upper Middle Female | 128 | 15.64% | 147 | 17.11% | 139 | 16.78% |
| Upper Middle Male | 76 | 9.29% | 68 | 7.92% | 68 | 8.21% |
| Total Number of Employees | 204 | | 215 | | 207 | |
| Upper Quartile Female | 131 | 16.01% | 127 | 14.78% | 121 | 14.61% |
| Upper Quartile Male | 73 | 8.92% | 87 | 10.14% | 86 | 10.38% |
| Total Number of Employees | 204 | | 214 | | 207 | |

| Overall % of pay banding quartiles | 2022 |
|------------------------------------|-------------|
| Lower Quartile Female | 70% |
| Lower Quartile Male | 30% |
| | 100% |
| Lower Middle Female | 73% |
| Lower Middle Male | 27% |
| | 100% |
| Upper Middle Female | 62% |
| Upper Middle Male | 38% |
| | 100% |
| Upper Quartile Female | 64% |
| Upper Quartile Male | 36% |
| Total | 100% |

London South East Colleges undertakes benchmarking and further comparative Gender pay data within the Sector can be found in Appendix 1.

The College embraces change and implemented more flexible working within our workforce via Hybrid Working, and this has enabled all staff including women to balance their careers in addition to any caring responsibilities.

6. What is the College doing to address the gender pay gap?

The College is dedicated to further reducing the gap.

Actions include:

- Reviewing reward and increasing salaries at the lower pay spine ranges
- Reviewed flexible working to include hybrid working (where possible)
- Implementation of leadership and management programmes
- Continue commitment to assisting with the career development of staff through initiatives such as Coaching and mentoring schemes for employees and succession planning.
- Develop and implement diversity strategies – e.g. positive actions strategies for roles where there is under representation of men
- To implement growth strategies for female staff, in the lower and lower middle quartiles in order to facilitate progression in their careers within the Colleges and across the London South East Education Group
- All employees have access to continual learning and development opportunities to support their preferred career pathway within London South East Colleges.
- Run positive recruitment campaigns to target any under representation

I can confirm that the above information has been calculated using payroll data on the snapshot date of 31 March 2022 and fairly reflects the gender pay gap for London South East Colleges.

Signed:



Name: Dr Sam Parrett CBE (Group Principal and CEO), March 2023