

## **West Suffolk College - Gender Pay Gap Reporting**

### **Reporting Requirement**

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee data. We will establish this by using our existing HR and payroll records. All staff can confirm and update their records by contacting a member of the West Suffolk College HR team or utilising the Self-Service function of iTrent.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of 31<sup>st</sup> March 2024. Data will be based on the snapshot date, 31<sup>st</sup> March 2024.

### **Data**

As at the snapshot date of 31<sup>st</sup> March 2024, West Suffolk College employed **824** staff, of which **790** staff are relevant for the purposes of this data.

- The mean gender pay gap for West Suffolk College is **7.62%**
- The median gender pay gap for West Suffolk College is **9.75%**
- West Suffolk College does not make bonus payments, therefore
  - The mean gender bonus gap for West Suffolk College is **0%**
  - The median gender bonus gap for West Suffolk College is **0%**
  - The proportion of male employees in receiving a bonus is **0%** and the proportion of female employees receiving a bonus is **0%**

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### **Equal Pay**

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

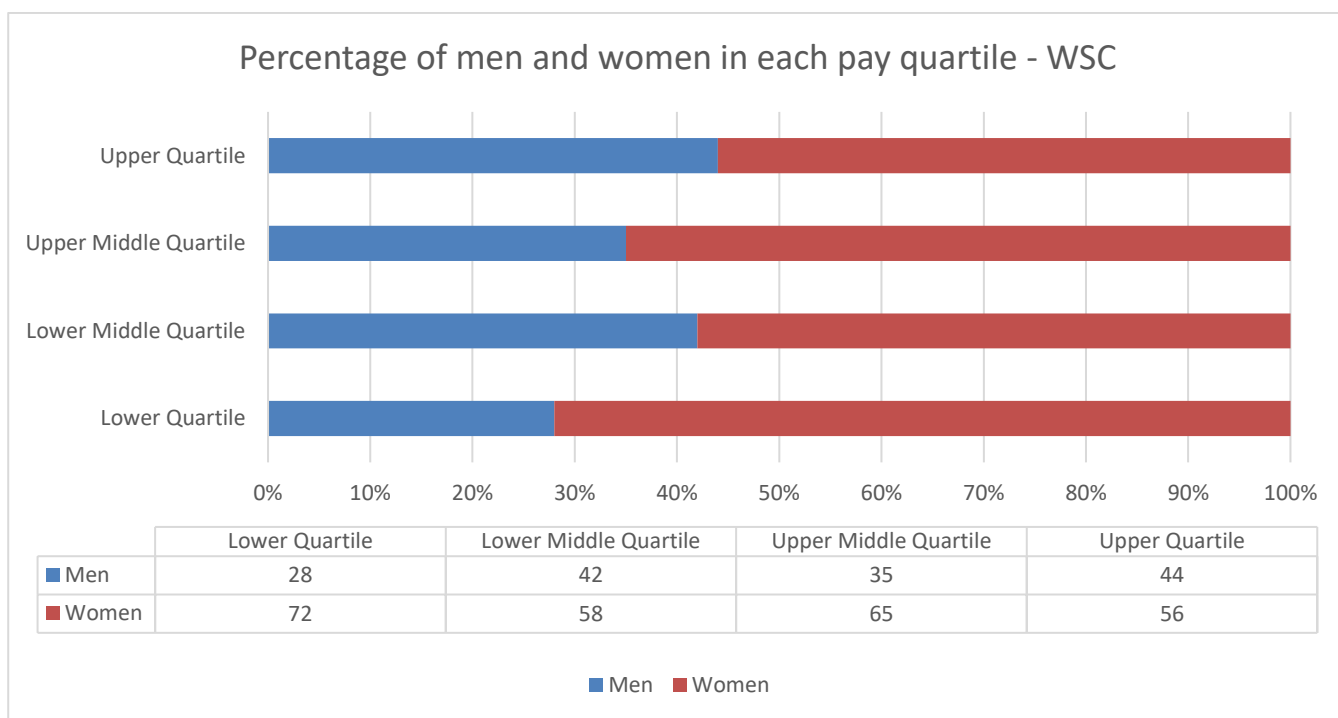
Unequal pay refers to the pay differences between two individuals or a group of workers carrying out the same or comparable work. Under the Equal Pay Act 1970, it is unlawful to pay people unequally because they are a man or a woman. Unequal pay is linked to sex discrimination in pay and may be a contributing factor to the gender pay gap.

However, West Suffolk College is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

## **Organisation Profile**

Table 1 below shows our organisational profile and depicts pay quartiles by gender. This shows West Suffolk College’s workforce divided into four equal-sized groups based on hourly pay rates. To minimise the gender pay gap, there would need to be an equal ratio of men to women in each band. However, within West Suffolk College, as has been the case over the last six years, there are more females in each band, in fact there are almost double the amount of females than men at West Suffolk College.

**Table 1:**



## **Considerations**

West Suffolk College is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Teaching staff earn more than support staff and are paid in line with national pay agreements and in fact our female teaching staff earn slightly more on average per hour more than their male counterparts. West Suffolk College is proud to continue to attract highly experienced professionals who can specialise in delivering outstanding teaching to engaged students within state-of-the-art facilities and with access to amazing resources.

Also, as we offer both term-time and part time employment, we are an attractive employer for those who need to balance family life with a career, primarily females within our society and local market pool.

In addition, we recognise that in terms of proportionality the highest ratio of male staff is employed within Management which attract the highest rates of pay, skewing the Mean Gender Pay Gap.

**Table 2: Percentage of male and female staff by role**

	<b>Overall</b>	<b>Teachers</b>	<b>Support</b>	<b>Management</b>
<b>Male</b>	37.24%	42.86%	35.54%	53.33%
<b>Female</b>	62.76%	57.14%	64.46%	46.67%

Therefore, applying the gender pay gap calculations to these sections of staff makes it clear that we pay fairly and appropriately (see Table 3 below). The median gender pay gap for teachers is zero, whilst on average female WSC teachers earn slightly more than male WSC teachers.

The effect of the previously mentioned Management skew is visible here with the mean Gender Pay Gap at 6.83% and the median at 20.03%. When considering the ONS' Gender Pay Gap mean average within the Education Sector of around 25.00%, the College's Mean of 7.62% reflects well upon the College and our commitment to fairness and equality, particularly when considering that this has fallen from 10.82% in the previous year, demonstrating the continuous push to ensure fair and equal pay.

<b>Table 3: Gender Pay Gap By Role</b>	<b>Total</b>	<b>Teachers</b>	<b>Support</b>	<b>Management</b>
Mean Gender Pay Gap	7.62%	-1.13%	5.60%	6.83%
Median Gender Pay Gap	9.75%	0.00%	6.87%	20.03%

We have robust Equal Opportunities and Recruitment Policies in place, so we are confident that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias.

In addition to regular team/ individual meetings, all colleagues engage in an annual appraisal process where their performance and aspirations are discussed. Staff have equal access to CPD and may request additional training or support at any time.

**What is West Suffolk College doing to address its gender pay gap?**

While West Suffolk College recognises the reasons for the gender pay gap, we are committed to reducing the gap.

We are continuing to create an evidence base to identify any barriers to gender equality and inform priorities for action; in 2017 we introduced gender monitoring to understand:

- the proportions of men and women applying for jobs and being recruited;
- the proportions of men and women applying for progression and obtaining promotions;

- the proportions of men and women leaving the organisation and their reasons for leaving;
- the numbers of men and women in each role and pay band;

We use these results to monitor:

- the levels of gender equality in our organisation
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

However, we recognise that monitoring the evidence, creating an action plan to address any concerns that are highlighted and promoting gender diversity in all teams within the organisation will not remove the gender pay gap – we appreciate that it may be some time before initiatives have an impact.

## **Commitment**

West Suffolk College is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

As an inclusive employer, we will continue to carefully consider the appointment processes for recruitment and promotion as well as progression opportunities to ensure consistency and fairness is always applied, enabling us to appoint the best qualified candidate irrespective of their gender.

If you have any questions, concerns or ideas regarding the gender pay gap please contact a member of the Senior Executive Team or a member of the HR team at West Suffolk College. If your query is regarding the methodology used to calculate the figures presented above, please contact the Chief People Officer Simon Graham.