

Tyne Coast College

Gender Pay Reporting March 2020

1. Introduction and Legislation

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 the College has a legal duty to report on gender pay. The purpose of gender pay reporting is to show the difference between the average earnings of men and women.

Schedule 2 of the aforementioned regulations detail that “the governing body of an institution in England within the further education sector (within the meaning of section 91 (3) of the Further and Higher Education Act 1992 c) are legally required to publish such information”.

The regulations require the College to publish key information based on an agreed methodology. Annex A details the calculations that have been used as per the guidance supporting the regulations.

The regulations detail that there are six calculations that the College is required to report on. These are:

- Average gender pay gap as a mean average;
- Average gender pay gap as a median average;
- Average bonus gender pay gap as a mean average;
- Average bonus gender pay gap as a median average;
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment;
- Proportion of males and females when divided into four groups ordered from lowest to highest pay.

2. What is a Gender Pay Gap?

Gender pay gap differs from equal pay.

Whilst equal pay deals with the differences between men and women who carry out the same jobs, similar jobs or work of equal value, gender pay gap shows the differences in the average pay between men and women.

3. Scope of Report

- The data for this exercise has been taken from March 2020's payroll which includes the snapshot date of 31 March 2020.
- The data includes all employees who are paid on a substantive or fixed term basis as well as casual employees.
- For casual staff who do not have a regular number of weekly working hours, the hourly rate was calculated using the hours worked in February 2020 and paid in March 2020.
- The data includes basic pay, allowances and shift pay premiums.
- The data does not include overtime pay, redundancy or termination payments, or non-cash benefits such as those paid through salary sacrifice.
- For the purpose of this report (as specified in the regulations) a pay period of one month equates to 30.44 days.
- The regulations create two categories of people that need to be taken into account in gender pay reporting: **relevant employees** and **relevant full-pay employees**.
- A **relevant employee** is each individual job-holder.
- A **relevant full-pay employee** is one who is employed by the College and is receiving "full pay" during the specified pay period.

4. Tyne Coast College Results

The data used for this exercise has been taken directly from the College's HR/Payroll database and covers the snapshot period of 31 March 2020.

4.1 The mean gender pay gap

The mean hourly rate of pay for all male full-pay relevant employees is £14.27. The mean hourly rate of pay for all female full-pay relevant employees is £13.89.

The mean gender pay gap therefore equates to **2.66%**.

4.2 The median gender pay gap

The median hourly rate of pay for all male full-pay relevant employees is £14.54. The median hourly rate of pay for all female full-pay relevant employees is £11.96.

The median gender pay gap therefore equates to **17.74%**.

4.3 Bonus pay gender pay gap

The College made no bonus payments during the period of 1 April 2019 – 31 March 2020.

4.4 The proportion of males and females in each quartile band

- Of the 135 relevant full-pay employees in the lower quartile, 51 are male and 84 are female. This equates to 37.78% male and 62.22% female.
- Of the 135 relevant full-pay employees in the lower middle quartile, 61 are male and 74 are female. This equates to 45.19% male and 54.81% female.
- Of the 135 relevant full-pay employees in the upper middle quartile, 75 are male and 60 are female. This equates to 55.56% male and 44.44% female.
- Of the 135 full-pay employees in the upper quartile, 75 are male and 60 are female. This equates to 55.56% male and 44.44% female.

5. Conclusion

This is the 3rd year that the College has produced this report as a merged College. The percentage of female staff working within the College has slightly decreased compared with 2019 to 51.48% from 53.2%, although this remains consistently in the lower 50%.

Year	% of female staff working in College
2018	52%
2019	53%
2020	51.5%

The trend continues to rise in 2020 for female staff being paid in the upper middle and upper quartiles.

Year	% of all female staff paid in the upper middle and upper quartiles
2018	37.5%
2019	42%
2020	43.2%

Therefore, there is a continued decline of female staff being paid in the lower and lower middle quartiles.

Both the mean and median percentage differentials between male and female have continued to reduce in 2020.

	2018 % difference	2019 % difference	2020 % difference
Mean	15.10%	9.08%	2.66%
Median	28.55%	20.07%	17.74%

The College has made no changes to policies or procedures to support the positive changes in the data comparison. The College's policies are all equality impact assessed to ensure there is no discrimination in relation to gender. The Colleges recruitment and selection policy aims to identify, attract and recruit outstanding individuals from the widest pool of candidates possible, and is committed to offering opportunities across the College to our existing employees.

Employment opportunities are open and accessible to all on the basis of their individual qualities and personal merit.

Although the College have a majority of female staff in the lower and lower middle quartile pay bands, the Senior Executive Group consists of five female staff and three male. The College is proud that the Chief Executive Officer is female, who demonstrates a strong and effective leadership.

It is also important to note that within the College a large number of part-time opportunities (ie term-time only contracts) are available which reflects our business needs/service provision. Such roles are predominantly filled by female staff. The College continues to offer flexible working arrangements to all staff, more requests are made by women, which reflects society norms in that the lion share of childcare is still traditionally undertaken by women. The College's Senior Executive group continue to champion flexible working considering all requests and a senior post holder within the College currently works part time through a flexible working request. The Senior Executive Group have agreed to be more flexible in the implementation of this policy due to the current working situation at the College during the pandemic considering more than one flexible change within a 12 month period to support all staff in their current circumstances.

It is further noted that within the College there are curriculum areas that are more difficult to recruit to than others, and this is reflective of the position nationally. Such areas include Marine Engineering and General Engineering. Roles within these fields have predominantly attracted male applicants and again this is reflective of gender imbalances that exist in these areas nationally.

The College is confident that men and women are paid equally for doing the equivalent or same job.

The College ensures that we have policies and procedures in place that are fair to all and will continue to monitor the impact of these policies in terms of our gender pay gap.

6. Actions Sought

The Governors are asked to note the contents of this report and to provide approval for this paper to be published on both the College website and a Government website for which we have a legal obligation to do so.

Annex A

Calculations

The calculations that have been utilised for this exercise are in accordance with those published in the regulations.

1. The mean gender pay gap

This calculation shows the difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.

The calculation used is:

$$\frac{(A - B)}{A} \times 100$$

A is the mean hourly rate of pay of all male full-pay relevant employees.

B is the mean hourly rate of pay of all female full-pay relevant employees.

The result is expressed as a percentage.

2. The median gender pay gap

This calculation shows the difference between the median hourly rate of pay that male and female full-pay relevant employees receive.

The calculation used is:

$$\frac{(A - B)}{A} \times 100$$

A is the median hourly rate of pay of all male full-pay relevant employees.

B is the median hourly rate of pay of all female full-pay relevant employees.

The result is expressed as a percentage.

3. The mean bonus gender pay gap

This calculation shows the difference between the mean bonus pay that male and female relevant employees receive.

The calculation used is:

$$\frac{(A - B)}{A} \times 100$$

A is the mean bonus pay of all male relevant employees who were paid bonus during the 12-month period ending with the snapshot date.

B is the mean bonus pay of all female relevant employees who were paid bonus during the 12-month period ending with the snapshot date.

Female and male relevant employees who were not paid bonus pay during the 12-month period ending with the snapshot data are not included.

The result is expressed as a percentage.

4. The median bonus gender pay gap

This calculation shows the difference between the median bonus pay that male and female relevant employees receive.

The calculation used is:

$$\frac{(A - B)}{A} \times 100$$

A is the median bonus pay of all male relevant employees who were paid bonus during the 12-month period ending with the snapshot date.

B is the median bonus pay of all female relevant employees who were paid bonus during the 12-month period ending with the snapshot date.

Female and male relevant employees who were not paid bonus pay during the 12-month period ending with the snapshot data are not included.

The result is expressed as a percentage.

5. The proportion of males and females receiving a bonus payment

These calculations show the proportion of male relevant employees who were paid any amount of bonus pay, and the proportion of female relevant employees who were paid any amount of bonus pay.

The first part of the calculation is:

$$\frac{A}{B} \times 100$$

A is the number of male relevant employees who were paid bonus pay during the 12-month period ending with the snapshot data.

B is the number of male relevant employees.

The second part of the calculation is:

$$\frac{C}{D} \times 100$$

C is the number of relevant female employees who were paid bonus pay during the 12-month period ending with the snapshot data.

D is the number of female relevant employees.

6. The proportion of males and females in each quartile band

This calculation shows the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

The calculations used are:

Part 1

$$\frac{A}{C} \times 100$$

Part 2

$$\frac{B}{C} \times 100$$

A is the number of male full-pay relevant employees in the quartile.

B is the number of female full-pay relevant employees in the quartile.

C is the total number of employees in the quartile.