

GENDER PAY GAP REPORT 2022

South Staffordshire College will report its Gender Pay gap in line with Government regulations and as at 31 March 2022 the College employed 548 staff of which 161 were male and 387 were female.

Based on the UK Government's methodology that came into force in April 2017, the College are reporting a mean gender pay gap for 2022 of 8.16% and a median gender pay gap of 15.89%.

Gender pay compares average pay and bonus by men in the workplace to the average pay and bonus for women. South Staffordshire College does not pay bonuses so our report on bonuses is zero.

Gender Pay Mean

Gender Pay analyses all employees and organises them in terms of their gender and pay rate. The calculations are then about the 'mean' pay for females compared with the 'mean' pay for males. This is the average that all females who work in the College earn and the average that all males that work in the College earn. The difference in pay between the two amounts is presented in monetary terms and in percentage terms. Gender Pay is not the same as equal pay. The exercise is not a pay issue, it is a representation issue.

Mean Female Pay	Mean Male Pay	Difference £	Difference %
£14.19	£15.54	£1.26	8.16%

The mean female pay has increased since last year (£13.57) (increased by 4.6%) and the mean male pay has also increased from £15.01 (increased by 3.4%).

When we compare this year's mean to last year's mean, the gap has reduced by 1.4%. (from 9.6% to 8.16%)

Gender Pay Median

The second calculation is to take the pay rates for females and take the 'median' pay – this is the mid-point of pay for females and compare it with the mid pay point of pay for males.

Median Female Pay	Median Male Pay	Difference £	Difference %
£12.39	£14.73	£2.34	15.89%

The Median percentage has increased this year by 10.33% since last year. We believe that a large contribution to the difference this year is in the timing of increases. In January 2022, we increased the top of the scale for teachers which meant that a significant number of staff many of whom were male received increases. Although we improved our lowest paid staff from £9.00 per hour to £9.24 per hour, this was not many staff. We then increased the pay for support staff in April 2022, which means that this has not been captured on this report as the reporting date is 30 March 2022.

Numbers of staff split between male and female into 4 pay quartiles

As part of our reporting, we have split the College into 4 Quartiles based on pay and split each quartile into the amount of males and females that we employ in each.

	2022 - Male	2021 - Male	2022 - Female	2021 - Female	Comparison 2022 to 2021
Total employed in the organisation	161	186	387	480	Reduction in all staff numbers
Upper Quartile (people who earn the most)	29.27%	42.86%	70.73%	57.14%	Reduction of males and increase of females
Upper Middle Quartile	39.84%	31.75%	60.16%	68.25%	Increase of males and reduction of females
Lower Middle Quartile	30.65%	34.13%	69.35%	65.87%	Reduction of males and increase of females
Lower Quartile – those who earn the least)	21.95%	17.46%	78.05%	82.54%	Increase of males and reduction of females.

What have we done since March 2021 to close the gap?

Our mean pay gap has reduced year on year and this year is no different which means that this is going in the right direction. We will report early this year and therefore produce an analysis against how we have performed against other FE institutions in the end of year HR Report 2023.

Our median pay gap has increased substantially this year and the reasons for that have been explained on the previous page.

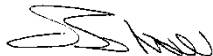
We are continuing to review salaries at the lower end of our scales and also for lecturers to try and keep pace with the market. In January 2022, we moved staff who were earning £9.00 per hour to £9.24 per hour and then moved them again in April 2022 to £9.50 per hour which became the new minimum wage. Along with the increases at the top of the lecturer grade, these adjustments replaced an all staff increase.

We have been issuing business support contracts and business support variable hours contracts. The holiday pay previously was withheld until the end of the term. Those people signing new contracts now have holiday pay paid each month.

What else do we need to do?

We are continuing to review the pay of our lowest paid staff and look at what we can afford to pay this year across the board. Our intent is that we do not pay the minimum wage to any member of staff. We are acutely aware of the struggles of staff in the current climate and we want not only to be competitive with our pay but also be the employer of choice. As the minimum wage has moved up to £9.50 in April 2022, we need to plan how we can move past this to the real living wage in 2022/2023.

We have increased the number of males this year into two of the pay quartiles which includes the lowest paid. We should continue to do this providing that our pay remains competitive. Whilst we will always ensure that we appoint the best person for the role irrespective of gender or other protected characteristics, we will continue to encourage a better gender balance across the College.



Claire Boliver
Principal/Chief Executive

June 2022