

## GENDER PAY GAP REPORT 2023

South Staffordshire College will report its Gender Pay gap in line with Government regulations and as at 31 March 2023 the College employed 602 staff of which 187 were male and 415 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 13.07% and a median gender pay gap of 21.42%.

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.

The date of the analysis has to be on 30 March 2023 which does not take into account any of the pay increases we made on 1 April 2023.

We have also taken more men on this year in the top 2 quartiles (21) and lost 5 women.

Mean Female Pay	Mean Male Pay	Difference £	Difference %
£14.78	£17.00	£2.22	13.07%

The mean female pay has increased since last year by £0.61 (increased by 4.1%) and the mean male pay has also increased by £1.52 (increased by 8.9%).

### 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 %
£13.35	£16.99	£3.64	21.42%

The median female pay has increased by £0.96 (increased by 7.19%) and the median male pay has increased this year by £2.26 (increased by 13.3%).

## 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 percentage amount of males and females that we employ in each.

	2023 - Male	2022 - Male	2023 - Female	2022 - Female	Comparison 2023 to 2022
<b>Total employed in the organisation</b>	187	161	415	387	Increase of staff generally
<b>Upper Quartile (people who earn the most)</b>	35.77%	29.27%	64.23%	70.73%	Increase of males and reduction of females
<b>Upper Middle Quartile</b>	43.8%	39.84%	56.2%	60.16%	Increase of males and reduction of females
<b>Lower Middle Quartile</b>	29.93%	30.65%	70.07%	69.35%	Slightly less males and slightly more females
<b>Lower Quartile – those who earn the least)</b>	19.12%	21.95%	80.88%	78.05%	Less males and more females

### What have we done since March 2022 to close the gap?

We are continuing our review of salaries at the lower scales and have implemented increases for those people who earn an FTE of less than £30k. However, these increases were effective from 1/4/2023 and the report has to be run on 30 March 2023 so none of these have been incorporated into the report where individuals saw increases of between 0.5%-7.6%.

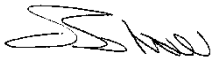
We are continuing to review salaries at the lower end of our scales and also for lecturers to try and keep pace with the market and are currently looking at the affordability of bringing that forward to September 2023.

### What else do we need to do?

We will continue to review the pay across the board for staff but particularly our lowest paid staff. As the minimum wage has increased on 1 April 2023 to £10.42, the College are paying £10.50 as our minimum hourly rate (excluding apprentices). 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. We are aware that

the real living wage is £10.90 as from 1 April 2023, however, this remained unaffordable for the College to implement this year. We will continue to keep this under review.

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 in all quartiles..



Claire Boliver  
**Principal/Chief Executive**

June 2023