



## Gender Pay Gap Report 2019-20

### Introduction

The purpose of a gender pay gap analysis, as outlined by the Equality and Human Rights Commission, is to focus on comparing the pay of male and female employees. As well as identifying differences in pay, a gender pay analysis should also examine the factors influencing any gender pay gap and identify actions for addressing any pay gaps.

As per legislative requirements, all members of staff are included within this analysis.

The College is still committed to reviewing any differentials and potential causes.

### Methodology

The pay gap has been calculated using the average hourly rate across each characteristic.

This audit uses pay data effective 31<sup>st</sup> March 2019 as its basis.

### Results

<b>Date published:</b>	17 <sup>th</sup> February 2020		
<b>Snapshot Date:</b>	31 <sup>st</sup> March 2019		
<b>Date for Review:</b>	31 <sup>st</sup> March 2020		
<b>Author:</b>	Steph Blencowe, HR Adviser		
<b>Mean Pay</b>	The mean gender pay gap is the difference between the:  Mean (average) gross hourly pay of female employees (taken as a single group) and Mean (average) gross hourly pay of male employees (taken as a single group)  The percentage difference has been calculated.		
	Female	Male	Difference (%)
	£2779.03 / 218 = £12.75	£1475.14 / 104 = £14.18	£1.43 per hour  11.21% Difference

									undertaken to determine the causes of the gender pay gap and at which level the gender pay gap is most significant.
<b>Median Pay</b>	The median gender pay gap is the difference between the:								
	The mid-point (median) gross hourly pay of female employees (taken as a single group); and								
	The mid-point (median) gross hourly pay of male employees (taken as a single group).								
	The percentage difference has been calculated.								
	<b>Female</b>		<b>Male</b>		<b>Difference (%)</b>		<b>Comments/Analysis</b>		
	£11.71		£15.55		£3.84 32.79%		There appears to be a pay gap between females and males at the mid-point, with females being paid 32.79% less than males. Further analysis will be undertaken to determine the causes of the gender pay gap and at which level the gender pay gap is most significant.		
<b>Pay Quartiles</b>	The overall pay range has been divided into four <b>equal*</b> quarters providing 4 pay bands or 'quartiles'.								
	The number of men and women in each quartile has been calculated.								
	*Each quartile contains an equal number of employees.								
	The gender split in each pay quartile: *Number of employees								
	1 <sup>st</sup> Quartile		2 <sup>nd</sup> Quartile		3 <sup>rd</sup> Quartile		4 <sup>th</sup> Quartile		
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
63	17	54	27	66	15	35	45		
79%	21%	67%	33%	81%	19%	44%	56%		
	<b>Comments/Analysis</b>								
	Quartile 1 and 4 contain 80 employees each and quartile 2 and 3 contain 81 employees each.								

### 1<sup>st</sup> Quartile

The pay range is £4.24 to £7.96 per hour. The roles in this quartile range are all support staff roles. Roles in this quartile include Student Liaison Team Members, Apprentices, Technician's, LSA's, Cleaners and Invigilators. In this category 79% are female and 21% are male.

### 2<sup>nd</sup> Quartile

The pay range is £7.96 – £12.47 per hour. 2% of males in this section are in academic roles, the rest are support staff. The academic roles sit at the higher end of the pay quartile and there are 2 males to 1 female.

### 3<sup>rd</sup> Quartile

The pay range is £12.60 - £17.85 per hour. 63% of employees are in academic roles and 37% are in support staff roles.

28% of females are in support staff roles and 53% of females are in academic roles. 9% of males are in support staff roles and 10% of males are in academic roles. Academic roles are made up of Lecturers in this quartile and are at the higher end of earnings.

### 4<sup>th</sup> Quartile

The pay range is £17.85 – £42.00 per hour. This is the only quartile where there are more males than females. 44% of females are located in this quartile versus 56% of males. 67% of employees are in academic roles and 33% are in support staff roles. This quartile includes Lecturers, support and academic management roles.

### Summary

There are 218 females and 104 males working for the college so this has an impact on the percentage of males and females in each quartile. The figures vary in each quartile, with there being a higher percentage of females in quartiles 1, 2 and 3, and a higher percentage of males in quartile 4.

There are a higher number of female employees working at lower paid grades in support roles rather than academic posts, which command a higher pay grade.

Further analysis must be done to determine if/how the College can address the above data.

### Analysis of females and males in academic and support roles per quartile

	Female		Male	
	% Academic	% Support	% Academic	% Support
1 <sup>st</sup> Quartile	0%	79%	0%	21%
2 <sup>nd</sup> Quartile	0%	67%	2%	31%
3 <sup>rd</sup> Quartile	53%	28%	10%	9%
4 <sup>th</sup> Quartile	26%	18%	41%	15%

<b>Bonus Pay</b>	The proportion (in percentage terms) of male and female employees who received bonus pay during the period of 12 months preceding 31 <sup>st</sup> March 2019.		
	Female	Male	Comments/narrative
	4%	0.96%	
<b>Mean Bonus Pay</b>	The mean gender bonus pay gap is the difference between the:		
	<ul style="list-style-type: none"> <li>• mean (average) gross bonus pay of female employees (taken as a single group); and</li> <li>• mean (average) gross bonus pay of male employees (taken as a single group)</li> </ul>		
	during the 12 months preceding 31 <sup>st</sup> March 2019		
	The percentage difference has been calculated.		
	Female	Male	Difference (%)
	£418	£10,000	95%
			Comments/narrative
			More female employees received a bonus in this period than males but the male received a higher amount due to the seniority of the role.
<b>Median Bonus Pay</b>	The median bonus pay gap is the difference between the:		
	The mid-point (median) bonus pay of female employees (taken as a single group); and		
	The mid-point (median) bonus pay of male employees (taken as a single group).		
	The percentage difference has been calculated.		
	Female	Male	Difference (%)
	£100.00	£10,000	99%
			Comments/narrative
			More female employees received a bonus in this period than male but the male received a higher amount due to the seniority of the role.

### Conclusion

As an organisation Fareham College remains committed to improving the gender pay gap and to furthering equality between female and male employees. There are a number of areas that require further analysis which we will pursue in an effort to close the gender pay gap. Any actions that arise as a result of this report will be raised at the College's Wellbeing Committee and published on the College website.