

Gender Pay Gap

Gender Pay Gap – based on data from 31st March 2022

The College has produced the following information in line with the draft Equality Act 2010 (Gender Pay Gap Information) Regulations 2016.

The following data is based on the relevant pay period leading up to the snapshot date of 31st March 2022 ie March 2022 payroll. The data of hourly rates for employees was compiled. Where an individual member of staff has more than one contract the average of the rates was used.

The hourly rate was calculated by taking the monthly salary multiplying this by 7 and dividing it by 30.44 ie the number of days within the relevant pay period, as defined in the legislation.

The required calculations were then undertaken.

The mean gender pay gap

The hourly rate pay data was split into males and females. The average hourly rate for each gender was calculated by totalling the hourly rates and then dividing them by the number of staff within that group. This gives two figures:

Mean hourly rate of pay of all full-pay relevant male employees **(A)**

Mean hourly rate of pay of all full-pay relevant female employees **(B)**

The final calculation is as follows:

$$\frac{(A-B)}{A} \times 100 = \text{mean gender pay gap}$$

Summary

Mean gender pay gap

	Mar-22	Mar-21
Mean hourly rate of pay of all full-pay relevant male employees	£17.47	£18.18
Mean hourly rate of pay of all full-pay relevant female employees	£16.8	£17.11
Difference	£0.67	£1.07

Mean gender pay gap as a percentage **3.84%** **5.89%**

Conclusion: Men are paid on average more than women by 3.84%

The median gender pay gap

Summary

Median gender pay gap

	Mar-22	Mar-21
Median hourly rate of pay of all full-pay relevant male employees	£19.05	£18.18
Median hourly rate of pay of all full-pay relevant female employees	£17.73	£17.11

Median gender pay gap as a percentage **6.93%** **5.89%**

Conclusion: Men are paid on average more than women by 6.93%

Median pay rate for all full pay relevant staff **£18.03**

Salary quartiles

Salary Quartile	Total	Male	Female	% Male	% Female
Lower quartile	228	68	160	29.82	70.18
Lower middle quartile	227	71	156	31.28	68.72
Upper middle quartile	227	64	163	26.78	71.81
Upper quartile	227	92	135	40.53	59.47

Key Observations

- Solihull College and University Centre operates grading structures that apply to both female and male staff and there is no differential between vocational areas that may be gender prevalent.
- Pay gap analysis has been carried out with two significant groups of staff – fulltime and fractional lecturing staff and the business support staff group. The pay gap is under 0.1% for both groups. Furthermore, hourly paid teachers are all paid at the same rate.
- The pay gap is largely explained by the upper quartile profile, which has a 40% male profile, as apposed to no more than 30% in the other quartiles.
- The pay gap can therefore be addressed by ensuing the representation of women in management posts reflects the wider profile.