

Gender Pay Gap

Gender Pay Gap – based on data from 31st March 2023

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 2023 ie March 2023 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

Mean hourly rate of pay of all full-pay relevant male employees	£18.16
Mean hourly rate of pay of all full-pay relevant female employees	£17.45
Difference	0.71
Mean gender pay gap as a percentage	3.91%

The value for the College is 3.91% which indicates men are paid on average more than women by 3.91%. (The figure for 31 March 2022 was 3.84%).

The median gender pay gap

The hourly rate pay data was split into males and females. The lists were sorted in ascending hourly rate order. The hourly rate of the individual at the midpoint of each list was the median hourly rate. The calculation above was then undertaken.

Summary

Median gender pay gap

Median hourly rate of pay of all full-pay relevant male employees	£19.30
Median hourly rate of pay of all full-pay relevant female employees	£18.25
Median gender pay gap as a percentage	5.44%

The median gender pay gap value for the College was 5.44%. (The figure for March 2022 was 6.93%).

Salary quartiles

The list of male and female members of staff was then amalgamated. The list was sorted in ascending hourly rate order. The list was then split into 4 quartiles, and the data was then analysed in terms of number of male and female staff in each quartile. This is to determine if there are any obstacles to women progressing within the organisation. The data showed a similar percentage of women in the lower and upper quartiles indicating there is no blockage to progression.

Salary Quartile	Total	Male	Female	% Male	% Female
Lower quartile	224	64	160	28.57	71.43
Lower middle quartile	224	71	153	31.70	68.30
Upper middle quartile	224	79	145	35.27	64.73
Upper quartile	224	74	150	33.04	66.96

The data from March 2022 is shown below:

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	28.19	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 a greater representation of women in the lower quartiles (71.43% and 68%) compared to the two upper quartiles (64.73% and 66.96%).

Our recruitment profiling does not suggest an imbalance of appointments compared to applications. However we are seeing a higher percentage of applications for support posts from females.