

Gender Pay Gap Report March 2021

West London College

1. Executive Summary

West London College believes that its workforce should have equality of opportunity in their lives and is committed to equal treatment for all employees regardless of gender or any other protected characteristic. The College continues to make good progress in the area of gender pay and for the snapshot period of March 2020, the College's mean gender pay gap is 7.78%. This has slightly increased from the previous year, but remains significantly lower than the national average of 15.5%. The College's median gender pay gap is 7.72%. The College did not make any bonus payments in the 12-month period prior to March 2020 and therefore, there is nothing to report in relation to the mean and median pay gap using bonus pay.

2. Introduction

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, all UK organisations employing 250 people or more are required to report on their gender pay gap. These organisations are required to provide six different gender pay gap calculations at a specified point in time (known as a 'snapshot period'). This report is the gender pay gap report for West London College for the snapshot period of 31 March 2020.

3. Staff Profile

West London College employs a total of 379 staff. 237 employees (62.53%) are female and 142 employees (37.47%) are male. Staff at the College are generally employed in one of three different categories (teaching positions, support positions or leadership positions). The table below outlines the numbers of male and female employees working in each category of post.

	Male		Female	
	Number	Percentage	Number	Percentage
Leadership	6	54.55%	5	45.46%
Academic	71	39.66%	108	60.34%
Support	65	34.39%	124	65.61%

4. Percentage of Men and Women in Each Hourly Pay Quarter

The table below outlines the percentage of male and female employees in four equal sized groups based on their hourly pay.

	Lower	Lower Middle	Upper Middle	Upper
Male	23.16%	37.89%	46.32%	42.55%
Female	76.84%	62.11%	53.68%	57.45%

5. Mean Gender Pay Gap Using Hourly Pay

The average hourly salary for males at the College is £19.93 per hour and the average hourly salary for females is £18.38 per hour. The College's mean average gender pay gap is therefore 7.78%.

6. Median Gender Pay Gap Using Hourly Pay

The median hourly salary for males at the College is £18.66 per hour and the median hourly salary for females is £17.22 per hour. The College's median gender pay gap is therefore 7.72%.

7. Percentage of Men and Women Receiving Bonus Pay

No bonuses were paid in the 12-month period prior to the snapshot date.

8. Mean Gender Pay Gap Using Bonus Pay

No bonuses were paid in the 12-month period prior to the snapshot date.

9. Median Gender Pay Gap Using Bonus Pay

No bonuses were paid in the 12-month period prior to the snapshot date.

10. Analysis of Results

The College's mean gender pay gap of 7.78% is significantly lower than the national average of 15.5% (ONS, 2020). The College's median gender pay gap of 7.72% is also lower than the Further Education Sector average of 10.2% (SIR Data Insights & Education and Training Foundation, 2020). The median gender pay gap reported by the College for the previous year was 4% and the mean gender pay gap of 7.72% for this year represents a small increase on this.

In terms of the organisation's staffing profile, the College employs more female staff compared to male staff. The College has a balanced senior leadership team which consists of 6 males and 5 females and the percentage of females in the middle upper and upper pay quartiles is greater than the percentage of males. There is, however, a disproportionate number of females in the lower and lower middle pay quartiles and the College is continuing to explore the reasons why lower paid positions are dominated by females.

11. Narrowing the Gender Pay Gap

The College's long-term goal is to narrow its gender pay gap and it has adopted a number of strategies to try and achieve this. These include:

- The College has clear policies in place relating to the promotion of equality, diversity and inclusion.
- The College has a flexible working policy and a family friendly policy in place to support those who might have caring responsibilities.
- Equality, diversity and inclusion continues to be discussed at a senior level by the College's Board of Governors.
- The College is a supporter of flexible forms of working and 139 employees (36.68%) have an atypical working pattern (such as part-time or term-time only working). Of these 139 positions, 107 (76.98%) are female.
- The College's Human Resources Department ensures that all recruitment adverts are written free from gender bias language.
- Sensitive information, such as an applicant's gender is removed from application forms before these are sent to managers for short-listing.
- The College ensures that recruitment interview panels are diverse.

- The College has fixed salary scales in place and salaries are determined by the role being fulfilled rather than through individual negotiation.



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March 2021

References

ONS (2020) *Gender Pay Gap in the UK: 2020*, Office for National Statistics, available from: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020> [Accessed: 9 March 2021]

SIR Data Insights & Education and Training Foundation (2020) *Further Education Workforce Data for England: Analysis of the 2018-19 Staff individualised Record (SIR) data: Frontier Economics-March 2020*, SIR Data Insights & Education and Training Foundation, available from: <https://www.et-foundation.co.uk/wp-content/uploads/2020/06/SIR27-REPORT-FOR-PUBLICATION.pdf> [Accessed: 9 March 2021]