

Gender Pay Gap Report for the period to 31 March 2022

1. Introduction

The gender pay gap legislation was introduced with the Equality Act 2010 (Gender Pay Gap Information) Regulations in 2017. As WLC employs over 250 people we are required to report the data on our gender pay gap.

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

The mean is calculated by adding up all of the wages of staff and dividing that figure by the number of employees. It is possible that the mean can be skewed by a small number of higher paid individuals. The median is the number that falls in the middle of a range when everyone's wages are lined up from smallest to largest and is more representative when there is a lot of variation in pay as in the College.

NB: Prior year figures are shown in brackets.

2. Summary

The UK pay gap report¹ for 2020/21 describes permanent female employees as being paid 15.4% lower than male employees. From a sector perspective FE Week reported 'Out of a sample of 147 colleges, the difference in median hourly pay between men and women went from 16 per cent in 2020/2021 to 15 per cent in 2021/2022.'²

West London College's gender pay gap is less than that reported by both indices. In the period, compared to the prior year, it rose to 12.3% from 6.5% (mean) and to 13.0% from 4.0% (median).

At a headline, cross College level this shows, based on the mean, that for every £1 a man earns, a woman will earn 87.5p.

However, breaking this down further shows for Teachers that for every £1 a man earns, a woman will earn 2p more; for Support staff, for every £1 a man earns, a woman will earn 94.42p; and for Management, for every £1 a man earns, a woman will earn 2p more. The College has a female pay gap which is primarily within its Support staff group. This is reflective of the wide range of roles and salaries in this group, and the number of females in lower paid roles such as Learning Support and some administrative functions.

3. Hourly Rate of Pay

Table 1 shows the mean and median pay gap for the College for the 2021/22 period. Compared to the prior year, it rose to 12.3% from 6.5% (mean) and to 13.0% from 4.0% (median). The increase is reflective of change in the mix of salaries and no other clear factors. This is illustrated by the fact that there was a higher proportion of males appointed within the 84 staff (47 females and 37 males) who commenced in the period than had left. This amounted to a net increase of 16% points of males when compared to leavers. New starters from either gender are more likely to be paid at the bottom of a scale which will also contribute to a rise in the gap.

¹
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygap/intheuk/2021>

²
<https://feweek.co.uk/the-college-gender-gap-narrows-but-slowly/#:~:text=Out%20of%20a%20sample%20of,situation%20is%20to%20be%20improved.>

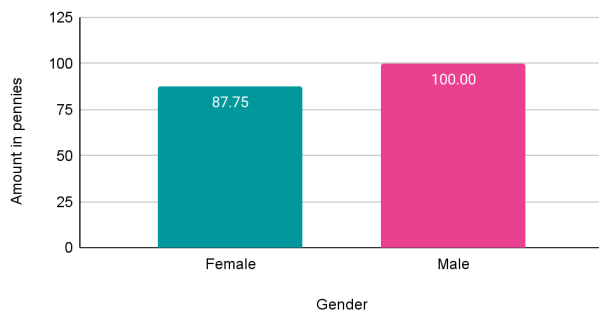
Table 1

	Mean		Median	
	31 March 2021	31 March 2022	31 March 2021	31 March 2022
Male	19.85	21.06	18.66	20.07
Female	18.57	18.48	17.91	17.46
Pay Gap	6.4%	12.3%	4.0%	13.0%

This can also be shown in Chart 1 which indicates that using the mean, for every £1 a man earned, a woman earned 87.5p. The Chart is what is shown on the Government portal illustrating the gender pay returns for each reporting organisation.

Chart 1

For every £1 a man earns, a woman will earn 87.75p



The College pay gap is better understood when breaking the summary data as at Table 2 which shows the pay gap for Teaching, Support and Management staff respectively. This shows the pay gap for females is within Support staff. There is a male pay gap within the teacher and management staff.

Table 2

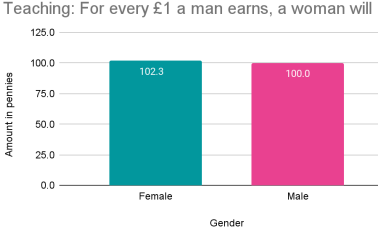
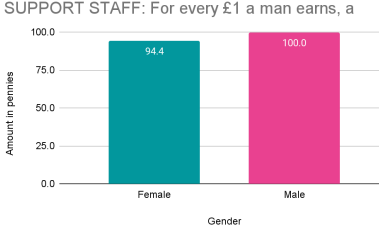
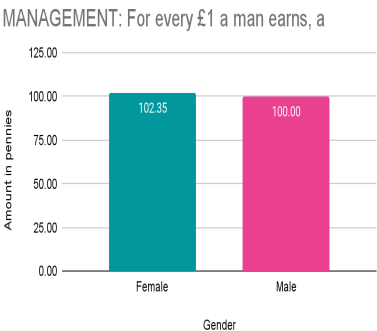
	Mean		Median	
	Mean hourly pay £	Mean Percentage Pay Gap	Median hourly pay £	Median Percentage Pay Gap
Teaching				
Male	£21.30 (£21.13)	-2.3% (-7.1%)	£21.20 (£20.79)	
Female	£21.78 (£22.63)		£21.20 (£20.79)	0.0%
Support				
Male	£15.35 (£14.27)		£14.55 (£13.88)	
Female	£14.49 (£13.62)	5.6% (4.8%)	£13.48 (£12.54)	7.4% (10.7%)
Management				
Male	£35.98 (£34.98)	-2.3% (1.8%)	£31.38 (£29.95)	-1.9% (-2.8%)
Female	£36.83 (£34.37)		£31.97 (£30.80)	

The underlying data shows a 2.3% gender pay gap in favour of females for Teaching staff at the mean and no gap at the median. It also shows a 2.3% pay gap in favour of females at the management level. This underpins our confidence that males and females are broadly paid equally for doing equivalent work.

The mean gender pay gap within Support staff is 5.6% (compared to 4.8% in the prior year) and is reflective of the wide range of roles and salaries in this group, and the number of females in lower paid roles such as Learning Support and some administrative functions, which is a trend in the FE Sector.

Chart 2 shows there are 207 Support staff (comprising 146 females and 61 males). It also shows the gender pay differences for every £1 earned.

Chart 2

Teaching: for every £1 a man earns, a woman will earn 2p more	Support staff: for every £1 a man earns, a woman will earn 94.42p	Management: for every £1 a man earns, a woman will earn 2p more																		
 <p>Teaching: For every £1 a man earns, a woman will</p> <table border="1"> <tr><th>Gender</th><th>Amount in pence</th></tr> <tr><td>Female</td><td>102.3</td></tr> <tr><td>Male</td><td>100.0</td></tr> </table>	Gender	Amount in pence	Female	102.3	Male	100.0	 <p>SUPPORT STAFF: For every £1 a man earns, a</p> <table border="1"> <tr><th>Gender</th><th>Amount in pence</th></tr> <tr><td>Female</td><td>94.4</td></tr> <tr><td>Male</td><td>100.0</td></tr> </table>	Gender	Amount in pence	Female	94.4	Male	100.0	 <p>MANAGEMENT: For every £1 a man earns, a</p> <table border="1"> <tr><th>Gender</th><th>Amount in pence</th></tr> <tr><td>Female</td><td>102.35</td></tr> <tr><td>Male</td><td>100.00</td></tr> </table>	Gender	Amount in pence	Female	102.35	Male	100.00
Gender	Amount in pence																			
Female	102.3																			
Male	100.0																			
Gender	Amount in pence																			
Female	94.4																			
Male	100.0																			
Gender	Amount in pence																			
Female	102.35																			
Male	100.00																			
<p>177 staff (93 females, 84 males)</p> <p>Mean hourly rates: £21.78 (female) £21.30 (male)</p> <p>Mean pay gap: males earn 2.26% less than females (-7.1% prior year).</p>	<p>207 staff (146 females, 61 males)</p> <p>Mean hourly rates: £14.49 (female); £15.35 (male)</p> <p>Mean pay gap: females earn 5.58% less than males (4.8% prior year).</p>	<p>37 staff (15 females, 22 males)</p> <p>Mean hourly rates: £36.83 (female); £35.98 (male)</p> <p>Mean pay gap: males earn 2.35% less than females (1.8% in prior year).</p>																		

4. Our Workforce

The College’s workforce comprises a gender split of 60% females and 40% males (compared to 62% and 38% in the prior period).

Chart 3 shows the percentage split of the 421 staff employed (including apprentices and Hourly Paid Lecturers but excluding agency and outsourced staff) between the groupings of Teaching, Support and Management:

Chart 3

Headcount - Overall

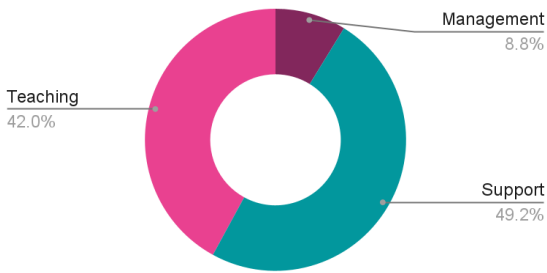


Chart 4 shows the gender split within the staff groupings of Teaching, Support and Management:

Chart 4

Teaching	Support	Management
<p>177 staff (93 females, 84 males)</p> <p>Mean hourly rates: £21.78 (female) £21.30 (male)</p>	<p>207 staff (146 females, 61 males)</p> <p>Mean hourly rates: £14.49 (female); £15.35 (male)</p>	<p>37 staff (15 females, 22 males)</p> <p>Mean hourly rates: £36.83 (female); £35.98 (male)</p>

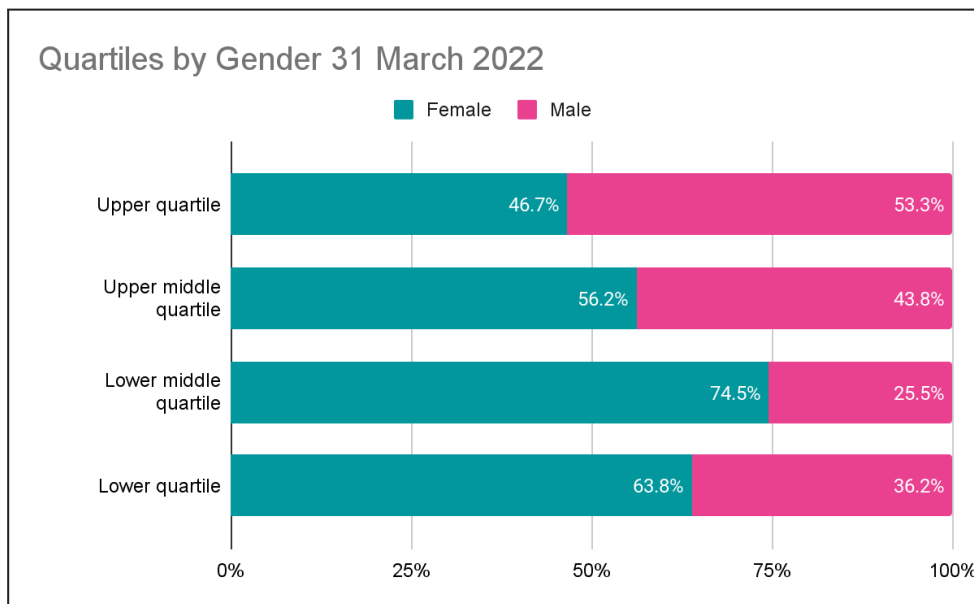
5. Proportion of Male and Female employees according to Quartile Pay Bands

Chart 5 shows the gender split when the hourly rate of pay is ordered from highest to lowest and grouped into 4 equal quartiles, underpinning the overall gender split of 60% females and 40% males.

In the College women occupy 46.7% of the highest paid jobs (a reduction versus 59% in the prior period); and 63.8% of the lowest paid jobs (versus 75% in the prior period).

The Chart is also shown on the Government portal that shows the gender pay returns for all organisations.

Chart 5



6. Bonuses

No bonus payments were made to any staff in the period.

7. How are we addressing the gender pay gap?

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

This table shows the College response using the framework from the Government Equalities Office report 'Reducing the gender pay gap and improving gender equality in organisations'.³

Effective actions shown to reduce gender pay gaps	WLC response
Include multiple women in shortlists for recruitment and promotions	Increasing data is being gathered on each recruitment process on the gender split of candidates
Use skill-based assessment and standardise tasks in recruitment (including how they are scored to ensure fairness across candidates)	All interviews use skill based assessment and standardised tasks
Use structured interviews for recruitment and promotions	All interviews are structured. Diverse panels are used and monitored. Moderation of multiple panels for similar jobs is used when appropriate
Encourage salary negotiation by showing salary ranges	WLC has clear role specific salary bands. Occasionally spot salaries are negotiated to reflect hard to recruit roles - but always in relation to peer salaries
Introduce transparency to promotion, pay and reward processes	All roles are advertised internally; pay scales are clear and transparent. The College has clear policies in place relating to the promotion of fairness, respect, equality, diversity and inclusion

³ https://gender-pay-gap.service.gov.uk/public/assets/pdf/Evidence-based_actions_for_employers.pdf

Other practices in support of gender pay include:

- The College has a flexible working policy, a family friendly policy, and a hybrid working policy in place to support those who might have caring responsibilities and whose roles can be carried out flexibly.
- We are committed to the principles of Fairness, Respect, Equality, Diversity, Inclusion and Engagement and have robust policies in place to support this, overseen by the Equality and Diversity Committee.
- Equality, diversity and inclusion continues to be discussed and reviewed at a senior level by the College's Board of Governors.
- The College ensures that all recruitment adverts are written free from gender bias language and encourages applicants to represent the diversity of the students we teach.
- CPD is offered to all staff for the purpose of increasing colleagues skills which gives them better opportunity to progress within the College.
- In a recent internal recruitment drive to 10 new junior management positions (in May, outside of the timeframe of this report) 60% of the roles were offered to females from the 22 applicants (of which 12 were women and 10 men)