

Hopwood Hall College

Gender Pay Gap Reporting 2021

Date: 04 January 2021

Period: 31st March 2021

Date for Review: 31st March 2021

Julia Heap, Principal and CEO

The purpose of gender pay reporting is to show the difference between the average earnings of men and women. Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 the College has a legal duty to report on gender pay. Schedule 2 of the regulations detail that “the governing body of an institution in England within the further education sector (within the meaning of section 91(3) of the Further and Higher Education Act 1992 c) are legally required to publish such information. The regulations require the College to publish key information based on an agreed methodology.

In March 2021 the College employed 582 staff 225 (38.66%) males 357 (61.34%) females. The staff roles are varied and are grouped as Lecturing, Business Support and Management roles. 279 staff are in full time roles 137 (23.53%) males 142(24.39%) females. There are 303 part-time staff of which 88 (15.12%) male and 215 (36.94%) are female.

MEAN & MEDIAN PAY GAPS:

The mean is the average of hourly pay rates split between male and female employees in the college. The median is the mid-point of the hourly pay rates split by male and female. The College’s mean gender pay gap is 6.59% which is higher than last year by 4.85% but is under the UK national average of 7.9% . The college Median is 19.92% which is higher that the UK National Average of 15.4% an increase of 2.52% on 2020.

On analysis, the majority of our staff are female, 61%, and 39% are male. Moreover, the majority of our female staff are on part time contracts 60.22%. The analysis shows that we employ more females in lower paid support roles, which traditionally attract women. This results in both a mean and median pay gap.

The college has 31 staff on Living wage foundation of which 35 are female against 9 male employees, the college also employ 7 apprentices on minimum wage 4 female against 3 male employees. During the pandemic 41 staff were furloughed of which 26 female and 15 were male. The college took the decision to pay the extra 20% salary as these staff were the lower paid in the college

BONUS PAY:

The college awarded a pay award of 1.5%. Bonuses were awarded to staff in hard to recruit areas these roles sit in the construction and Engineering department and were awarded to males.

QUARTILE SPLITS:

For the quartile splits, the ideal would be to see a female / male split close to that of the whole organisation, 61% female and 39% male. Our figures show that we have higher numbers of women in all quartiles, in the lower paid roles with the bottom quartile being 69.18% female against 30.82% males. This percentage of female staff decreases in the second quartile and increases in the 3rd quartile. The 4th quartile shows that the male to female ratio is very close 56.85% female and 43.15% male.

CLOSING THE GENDER PAY GAP

The college makes a conscious effort to close the gender pay gap, Recruitment shortlisting and panel interviews are done with a mix of male and female recruiters all interviews are structured and each response is graded, most positions have a skill-based assessment task. The college pays Living wage foundation to close the gap for our lower paid staff. We pay National minimum wage to our apprentices, rather than the apprenticeship rates, this is to encourage people who have been out of work for a while to apply and gain skills to progress to other roles within the college. We operate an enhanced shared paternity policy to encourage male employees to take up this leave. We offer sabbaticals for staff to have time off for personal and professional development. The college sponsors employees training to upskill staff. The college offers flexible working that employees can apply for when needed for changing hours but we are looking into incorporating a facility for staff to work from home when needed. There are plans to develop an equality and diversity group to look at different avenues one of the focuses will be Gender pay gap

All our managers attend management training, leading from the middle that incorporates unconscious bias training. We continue to review our policies and monitor our gender pay gap through monthly KPI reports.

Mean Pay

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).

Female	Male	Difference
13.48%	14.43%	6.59%

Median

The median gender pay gap is the difference between the:

- mid-point (median) gross hourly pay of female employees (taken as a single group); and
- mid-point (median) gross hourly pay of male employees (taken as a single group).

Female	Male	Difference
12.88%	16.08%	19.92%

The Gender split in each quartile

The overall pay range is split into four equal quarters giving 4 pay bands or 'quartiles'. Each contains an equal number of employees.

Female	Female	Female	Female
69.18%	64.14%	55.17%	56.85%
Male	Male	%	%
30.82%	35.86%	44.83%	43.15%
1st Quartile	2nd Quartile	3rd Quartile	4th Quartile

Bonus Pay

The proportion (in percentage terms) of male and female employees who received bonus pay during the period of 12 months preceding 30 April 2018

Female	Male
39.13%	60.87%

Mean Bonus Pay

The mean gender bonus pay gap is the difference between the:

- mean (average) gross bonus pay of female employees (taken as a single group); and
- mean (average) gross bonus pay of male employees (taken as a single group)

Female	Male	Difference
£100	£1606.67	95%

Median Bonus Pay

The Median gender bonus pay gap is the difference between the:

- median (average) gross bonus pay of female employees (taken as a single group); and
- median (average) gross bonus pay of male employees (taken as a single group)

Female	Male	Difference
£100.00	£2000.00	93.78%