

Hopwood Hall College

Gender Pay Gap Reporting 2019

Date: 25 February 2020

Period: At 31st March 2019

Date for Review: 31st March 2020

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 2019 the College employed 450 staff 176 (40%) males 274 (60%) females. The staff roles are varied and are grouped as Lecturing, Business Support and management roles. 170 staff are in full time roles 86 (50.58%) males 84 (49.42) females. There are 280 part-time staff of which 90 (32.14%) male and 190 (67.86%) are female.

MEAN & MEDIAN PAY GAPS:

- Our mean gender pay gap is 8.93% which has reduced from previous year by 3.55% and is below the UK National Average of 17.1% and our median gender pay gap is 17.12% which has decreased by 3.41% on previous year and is very close to the UK National Average of 17.9%.

- On analysis, the majority of our staff are female, 60%, and 40% are male. Moreover the majority of our female staff are on part time contracts 67.86%. The analysis shows that we employ more females in lower paid support roles, which traditionally attract women. This results in both a slight mean and median pay gap.

BONUS PAY:

This year bonuses were paid to apprentices as part of the college pay award. The college awarded a pay award of 2% plus 1% non-consolidated, as the apprentices are on minimum wage it was felt that it was fair to award the apprentices the 1% as a bonus. There are 21 apprentices of which 9 are females (43%) and 12(57%) males'. There was also 2 staff members awarded a bonus payment this was for recruitment bonus for hard to fill roles these positions are both held by males.

QUARTILE SPLITS:

For the quartile splits, the ideal would be to see a female / male split close to that of the whole organisation, 60% female and 40% male. Our figures show that we have higher numbers of women in lower paid roles with the bottom quartile being 71.05% female against 60.53% 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 50.88% female and 49.12% 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 foundation wage to close the gap for our lower paid staff. We pay National minimum wage to our apprentices, 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
12.83%	14.09%	8.93%

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
11.45%	13.81%	17.12%

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.

1st Quartile	2nd Quartile	3rd Quartile	4th Quartile
Female 71.05%	Female 60.53%	Female 61.06%	Female 50.88%
Male 28.95%	Male 39.47%	Male 38.94%	Male 49.12%

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
0.46%	3.01%	75.96%

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
138.53	138.53	0%