

HOPWOOD HALL COLLEGE

GENDER PAY

GAP REPORT

As of 31st March 2022

Principal & CEO: Julia Heap

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.

Hopwood Hall College

Hopwood Hall College (HHC) provides a wide range of high-quality education and training across the Borough of Rochdale and beyond. Hopwood Hall College has two campuses – Middleton campus set in acres of farmland and Rochdale campus in the heart of Rochdale town centre.

HHC works tirelessly to ensure we reduce Gender Pay Gap and eliminate any gender bias while supporting employees from all different socio-economic backgrounds and communities.

Champions of Inclusivity

One of our four strategic intentions is to be ‘Champions of Inclusivity’ for both our learners and our staff.

The college has recently employed a dedicated EDI lead to work across the college community in collaboration to meet our EDI objectives.

Recruitment & Attraction

As an equal opportunities’ employer, HHC continuously works to ensure the recruitment process is inclusive and we attract from the widest pool of candidates.

Diverse representation on recruitment panels is practiced to ensure the widest variety of perspective and a skill-based assessment task to assist with the shortlisting and hiring decisions.

Our HR team is continuously reviewing the recruitment process at all stages to ensure its indicative to our college strategic intentions. There is HR representation on all interview panels oversee to ensure fair and inclusive process.

Pay & Benefits

HHC is a proud Living Wage Foundation accredited member and continues to offer higher rates for roles at lower pay scales. Our apprentices receive minimum wage rates, above the apprentice approved rates.

We encourage our male population to take advantage of our enhanced paternity pay to ensure they take the leave.

Flexible working requests are always welcomed and given due process to ensure we can accommodate suitable supporting patterns for all. Additionally, we have invested in technologies to give staff the opportunity to work from home which can help with caring responsibilities.



**Hopwood Hall College
& University Centre**

Learning and Development

HHC offers the opportunity for staff to sabbatical leave for personal and professional development, encouraging continuous CPD for all.

All employees undertake Diversity and Equality training as part of their onboarding process with hiring managers encouraged to undertake 'Unconscious bias training' to further support our objective of a fair recruitment process.

Non-consolidated pay award & Cost of living rise

In the tax year 2021/22 the pay award included a 1.5% non-consolidated pay award given across all quartiles and bonuses were given as recruitment incentives.

- A cost of living rise of 1.5% was given across all quartiles.

Mean and Median Gender Pay Gap difference from 2021

- March 2022 mean gender pay difference is 1.82%, this down by 4.77% from 2021 of 6.59%.
- March 2022 median gender pay difference is 17.46%, this is down by 2.46% from 2021 of 19.92%

Closing the gap

HHC has been successful at attracting females filling managerial roles previously occupied by males. More females included in succession plans for managerial and leadership roles has contributed to the closing of the gap.

However, a gap still exists due to a larger female population taking up roles within 1st & 2nd quartile. These roles include but not exclusive to Learning Support Assistants (LSAs), catering and cleaning job roles. Majority taken up by females due to being term time roles and often suiting caring responsibilities.

HHC is committed to and ensuring transparency for equal pay for equal work.

At March 2022 - Gender Breakdown of Staff

Males	Females
37.93%	62.07%

% Staff in Lecturing Roles	
Male	13.78%
Female	17.04%

% Staff in Business Support Roles	
Male	21.41%
Female	41.22%

% Staff in Management Roles	
Male	2.81%
Female	3.74%

% Staff in Full-time Roles: 42.76%	
Male	48.16%
Female	51.84%

% Staff in Part-time Roles: 57.24%	
Male	30.14%
Female	69.86%

Pay Analysis

% of Staff on Living Wage Foundation Rate 6.89%	
Male	25%
Female	75%

Mean Pay	
Male	12.98
Female	12.75
Difference	1.82%

Median Pay	
Male	14.77
Female	12.19
Difference	17.46%

Proportion Receiving Bonus Pay	
Male	73.05%
Female	79.32%

Mean Bonus Pay	
Male	£544.15
Female	£316.85
Difference	41.77%

Median Bonus Pay	
Male	£426.3
Female	£285.94
Difference	32.93%

Quartile Breakdown

Quartile 1	
% Male	41.88%
% Female	58.13%
Quartile 2	
% Male	28.3%
% Female	71.7%
Quartile 3	
% Male	42.77%
% Female	57.23%
Quartile 4	
% Male	47.5%
% Female	52.5%

