

HOPWOOD HALL COLLEGE

GENDER PAY

GAP REPORT

As of 31st March 2023

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 employs 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 perspectives 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.



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Learning and Development

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

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.

Bonus & Pay scale review

For the 2022 pay award, business support staff and managers received a 4% pay increase plus a pro-rated cost of living support payment of £750.00

For the 2022 pay award, Lecturers pay scales were reviewed and depending on their scale point they received between a 4% and 20.25% increase in their annual salary.

Closing the gap

HHC has recognised the gender pay gap has increased since March 2022. With an increase of the workforce, the biggest increase of females in roles within the lower quartiles which includes roles with the lowest hourly pay.

- Increase of females in the lower quartiles from 2022 to 2023 was 102%.
- Increase of males in the lower quartiles from 2022 to 2023 was 68%

These roles include but are not exclusive to Learning Support Assistants (LSAs), catering and cleaning job roles. The majority of these roles taken up by females due to their flexibility in being part time and term time only working roles often suiting caring responsibilities.

HHC is continuing to attract females filling managerial roles. There are inclusive succession plans for managerial and leadership roles.

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

At March 2023 - Gender Breakdown of Staff

Gender	
Males	Females
262	424

% of Staff on Living Wage Foundation Rate 6.89%	
Male	2.04
Female	5.10

% Staff in Lecturing Roles	
Male	15.1%
Female	17.2%

% Staff in Business Support Roles	
Male	21.43%
Female	40.16%

% Staff in Management Roles	
Male	2.76%
Female	3.35%

% Staff in Full-time Roles:	
Male	19.68%
Female	16.62%

% Staff in Part-time Roles:	
Male	18.51%
Female	45.19%

Pay Analysis

- March 2023 mean gender pay difference is 7.58%
- March 2023 median gender pay difference is 20.95%

Comparison to 2021/22

- March 2022 mean gender pay difference is 1.82%,
- March 2022 median gender pay difference is 17.46%

Mean Pay	
Male	14.98
Female	13.85

Median Pay	
Male	16.28
Female	12.87

Proportion Receiving Bonus Pay*	
Male	71.76%
Female	74.29%

Mean Bonus Pay*	
Male	1220.45
Female	1079.79

Median Bonus Pay*	
Male	1190.91
Female	1079.79

*Included in these bonuses are cost of living payments, referral and recruitment bonuses.

Quartile Breakdown

Quartile 1	
% Male	33.72%
% Female	66.28%
Quartile 2	
% Male	30.99%
% Female	69.01%
Quartile 3	
% Male	36.26%
% Female	63.74%
Quartile 4	
% Male	51.74%
% Female	48.26%

Mean Bonus Pay	
Mean Bonus Pay Difference	11.53
Median Bonus Pay Difference	1.27



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