

Gender Pay Gap Report - 2021

Gender Pay Legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap each year. City of Bristol College's pay gap report measures the difference between the average hourly pay for men and women, expressed relative to male pay.

The figures reported have been calculated using a 'snapshot' date of 31 March 2021 and this is the fifth year we have reported on the Gender Pay Gap in line with the Regulations. Please note, the reporting for the previous Gender Pay Gap report (2020) was suspended by sixth months as a result of the impact of COVID-19.

The Gender Composition of our workforce:

- 65% of our workforce is female, which is a 1% decrease on the 2020 figures.
- 35% of our workforce is male, which is a 1% increase on the 2020 figures.

	2021	2020	2019	2018	2017
Men	35%	34%	36%	37%	39%
Women	65%	66%	64%	63%	61%

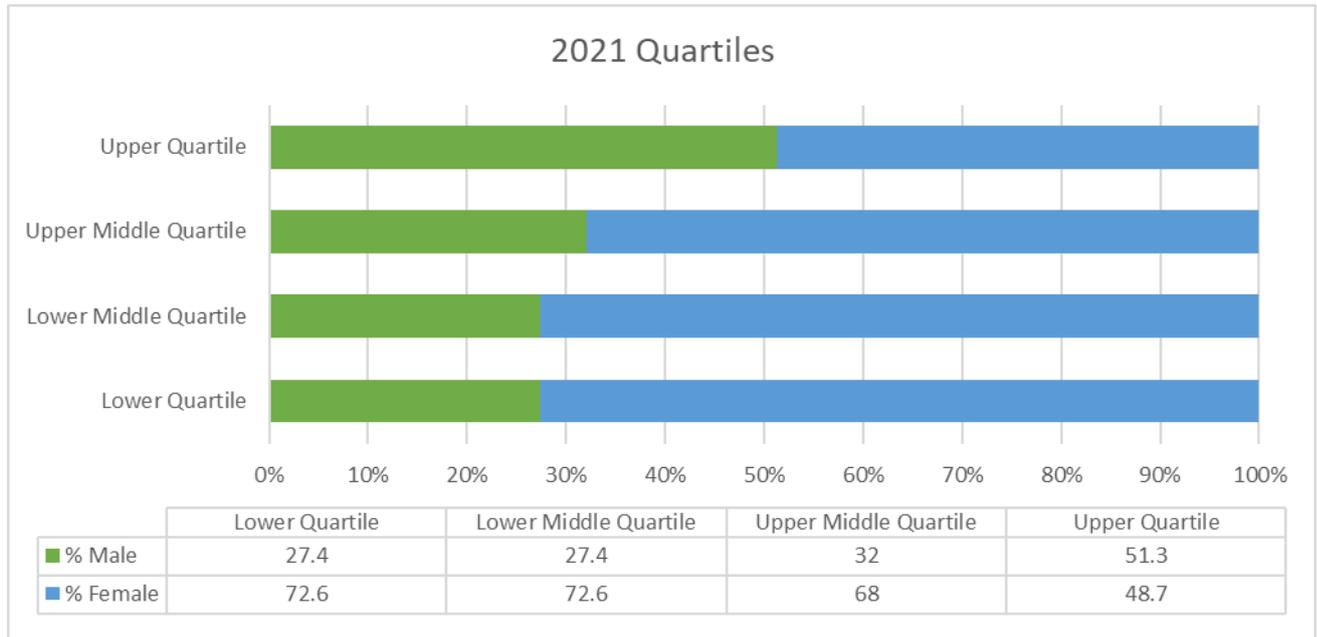
Our Gender Pay Gap:

Analysis of the data shows that there is a median average gender pay gap in hourly pay of 17.6% and a mean average pay gap of 12.8%. Although our mean pay gap has increased from 2020's figures as shown below, it is still lower than the national average Gender Pay Gap in 2020 at 15.5%.

	2021		Gender Pay Gap 2021	2020		Gender Pay Gap 2020	2021
	Hourly Pay			Hourly Pay			
	Male	Female		Male	Female		
Mean	£16.48	£14.37	12.8%	£15.87	£14.27	10.1%	2.7% increase
Median	£17.23	£14.20	17.6%	£18.13	£14.12	22.1%	4.5% decrease

Pay Quartiles – based on hourly rates

The four quartiles show the distribution of men and women using their hourly pay.



	2021		2020	
	Percentage Males	Percentage Female	Percentage Males	Percentage Female
Lower Quartile	27.4%	72.6%	27.0%	73.0%
Lower Middle Quartile	27.4%	72.6%	29.4%	70.6%
Upper Middle Quartile	32.0%	68.0%	30.3%	69.7%
Upper Quartile	51.3%	48.7%	51.0%	49.0%

We have a higher proportion of females to males in every quartile except the upper quartile. However, there has been an increase in women in the upper quartile since the 2019 report, rising from the upper paid band comprising of 41.5% women to 48.7% women which is encouraging.

Our workforce is predominantly female (65%), and the highest concentration of females are in the lower and middle quartiles which affects our pay gap. As we have a higher overall percentage of women within the College, this means even a small fluctuation in the makeup of roles can have a large impact on the gender pay gap.

The majority of our staff and the majority of our managers are paid within structured pay bandings, based on a mix of incremental scales and therefore we are confident that the gender pay gap does not stem from paying men or women differently for the same or equivalent work, but rather it is a result of the different roles that attract men and women within the organisation and the salaries that go along with them.

Some of the job roles and disciplines we offer are consistent with employment trends in wider society and have tended to attract more women than men. 41.3% of our female workforce are employed in roles such as Learning Assistants and Administrative roles which both fall under the lower quartile banding. This therefore effects our gender pay gap.

A review of honorarium and market supplement data highlights that 6% of the total male population have a market supplement or honorarium, whereas this is 2% for women. This has a slight effect in increasing our gender pay gap. Market supplements are offered in subject

specialisms such as engineering and construction; these are sectors where female staff have been historically underrepresented and additionally face both a scarcity of skills generally and a highly competitive recruitment market necessitating market supplements to attract these skillsets.

Having studied the data, we have reviewed that nine women received a promotion between the 2020 and 2021 snapshot dates.

The College has committed to the Real Living Wage, which has had a positive impact since its introduction in September 2021. This has had an encouraging impact on our gender pay gap as the majority of staff in applicable roles receiving the increase are women.

Our Approach to the Gender Pay Gap

As a Further Education College, we are committed to ensuring fair treatment of all our staff irrespective of gender. We continue to undertake the following activities and undertake new ways to bridge the gender pay gap through the following:

- Ensuring diversity on our recruitment panels and we are reviewing our equality and inclusion approach across the College as part of the wider review of the people strategy.
- We will undertake a review of our equality and diversity training to ensure it is supporting our intent to diminish gender bias.
- We are looking at opportunities to support coaching and mentoring / buddying for our female managers.
- Ongoing monitoring of our approach to pay and awarded a pay review in 2021.
- We continue our positive work around family friendly options for staff.
- We will look to engage with our trade unions to look at other ways to support bridging the gender pay gap.
- We have supported black internship pilot programme in Autumn 2021 and employed 5 female interns. Will look to support this again in the future as strive to continue to improve all facets of equality and diversity.
- We intend to launch a hybrid working procedure to support flexible working arrangements which will not inhibit career progression.
- We have committed to paying the Living Wage Foundation “Real Living Wage” to all of our staff

Addressing the gender pay gap remains an important element of our commitment to address equality, diversity and inclusion across the college. The initiatives we have implemented will not eliminate our gender pay gap alone, recognising the important and pan-college role inclusion plays in achieving our strategic aims is an important element of the revised Strategic Plan. We remain committed to reporting on our Gender Pay Gap and on the measures that we are taking to address it.

Hayley Shaw
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