

Gender Pay Gap Report 2022

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 2022 and this is the sixth year we have reported on the Gender Pay Gap in line with the regulations.

The gender pay gap shows the difference in average earnings between all men and women in an organisation. The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value; we are confident that we achieve parity on equal pay.

The Gender Composition of our workforce:

- 64% of our workforce is female, which is a 1% decrease on the 2021 figures.
- 36% of our workforce is male, which is a 1% increase on the 2021 figures.

	2022	2021	2020	2019	2018	2017
Men	36%	35%	34%	36%	37%	39%
Women	64%	65%	66%	64%	63%	61%

Our Gender Pay Gap:

Definitions:

Median gender pay gap – The median gender pay gap is the difference between the median hourly pay rate of men in relevant roles on full-pay, and that of women officers and staff on full pay.

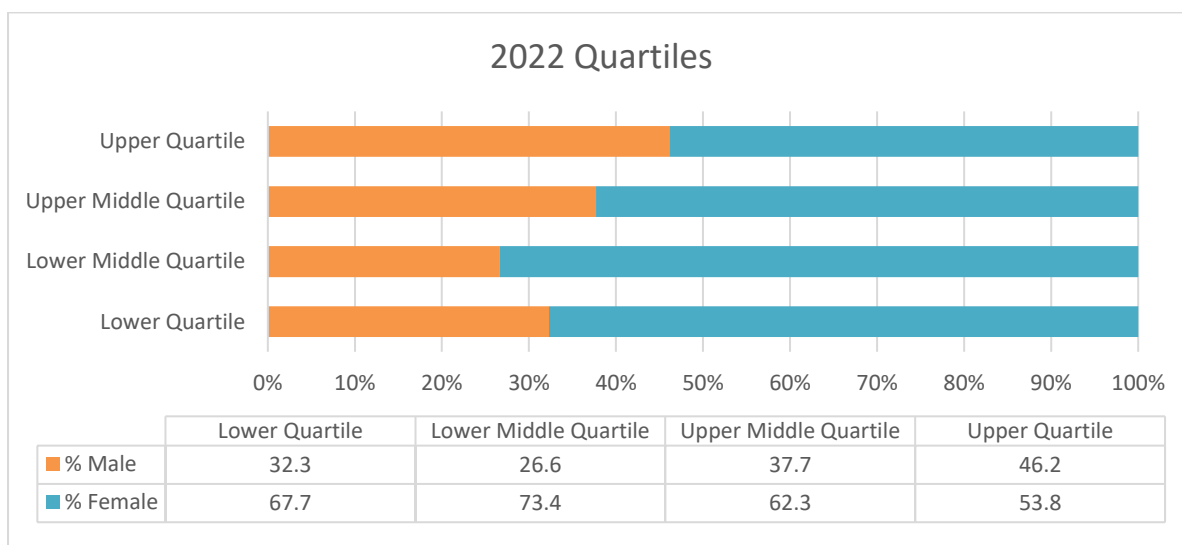
Mean gender pay gap – The mean gender pay gap is the difference between the mean hourly pay rate of men in relevant roles on full-pay, and that of women officers and staff on full pay.

Analysis of the data shows that there is now a median average gender pay gap in hourly pay of 14.3% (was 17.6% in 2021) and a mean average pay gap of 9.6% (was 12.8% in 2021). This is a significant improvement from previous years and it is encouraging to see that the overall gender pay gap has reduced. We are proud of all the activity we are currently undertaking, but we know that more can be done and that we still have areas for improvement. Creating a truly inclusive workplace is a key focus for the organisation and we are fully committed to the actions highlighted to address our gender pay gap.

	2022		Gender Pay Gap 2022	2021		Gender Pay Gap 2021	2022
	Hourly Pay			Hourly Pay			
	Male	Female		Male	Female		
Mean	£17.03	£14.60	9.60%	£16.48	£14.37	12.80%	3.20% decrease
Median	£16.24	£14.68	14.27%	£17.23	£14.20	17.60%	3.33% decrease

Pay Quartiles – based on hourly rates

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



	2022		2021	
	Percentage Males	Percentage Female	Percentage Males	Percentage Female
Lower Quartile	32.30%	67.70%	27.40%	72.60%
Lower Middle Quartile	26.60%	73.40%	27.40%	72.60%
Upper Middle Quartile	37.70%	62.30%	32.00%	68.00%
Upper Quartile	46.20%	53.80%	51.30%	48.70%

Why do we have a gender pay gap?

Our workforce is predominantly female (64%), and the highest concentration of females are in the lower and middle quartiles which will affect 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.

Many 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.

A review of honorarium and market supplement data highlights that 7% 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, IT 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.

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 Equality, Diversity and Steering Group.
- Continuing to review our equality and diversity training to ensure it is supporting our intent to diminish gender bias.
- Continuing to look at opportunities to support coaching and mentoring / buddying for our female managers.
- Ongoing monitoring of our approach to pay and awarded a pay review.
- We continue our positive work around family friendly options for staff.
- Continuing to engage with our trade unions to look at other ways to support bridging the gender pay gap.
- Launching 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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