



Gender Pay Gap Report 2023



**EVERYONE
BELONGS**



Gender Pay Gap Report 2023

Reminder of Legislative Requirements

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 2023 and this is the seventh 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.

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 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 on full pay.

The Gender Composition of our workforce:

64% of our workforce is female, with 36% male. A three-year snapshot is below.

	2023	2022	2021
Men	36%	36%	35%
Women	64%	64%	65%

Analysis of our data:

For 2023, I am pleased to report that the gender pay gap has **decreased** compared to 2022 as follows:

- Mean gender pay gap has decreased from **9.60% to 6.47% in 2023**, representing a decrease of 3.13%.
- Median gender pay gap decreased from **14.27% to 9.01% in 2023**, representing a decrease of 5.26%.

The Office for National Statistics (ONS) report the gender pay gap for all employees in April 2023 was 14.3% - ours is less than half of this at 6.47%. This is well below the latest published ONS comparison data from 2021 averages for the education sector of 17.7%.¹

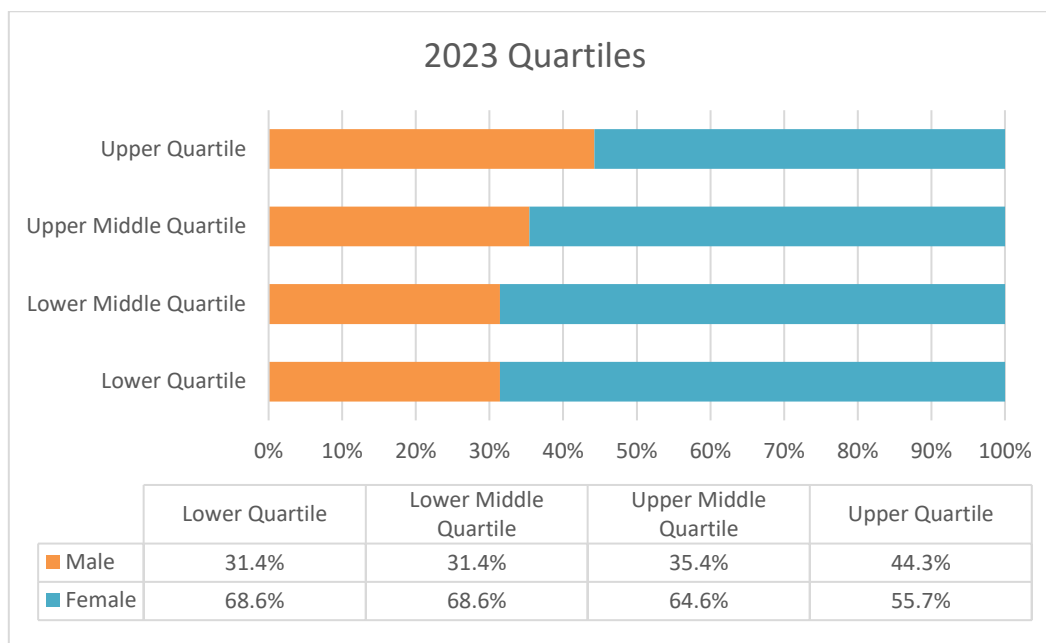
It is of note our gender pay gap has reduced by 6.34% in just two years having stood at 12.81% in March 2021. Our current pay gap of 6.47% is a significant improvement from previous years and it is encouraging to see that the overall gender pay gap has reduced again. We are proud of all the activity we are currently undertaking, but we know that more can be done. Creating a truly inclusive workplace on all protected characteristics is a key focus for the College and we are fully committed to continuing to work on this.

	2023		Gender Pay Gap 2023	2022		Gender Pay Gap 2022	2023 Hourly Pay
	Hourly Pay			Hourly Pay			
	Male	Female		Male	Female		
Mean	£16.76	£15.68	6.47%	£16.24	£14.68	9.60%	3.13% decrease
Median	£17.64	£16.05	9.01%	£17.03	£14.60	14.27%	5.26% decrease

¹ [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

Pay Quartiles – based on hourly rates

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



	2023		2022	
	Percentage Males	Percentage Female	Percentage Males	Percentage Female
Lower Quartile (lowest paid)	31.43%	68.57%	32.30%	67.70%
Lower Middle Quartile	31.43%	68.57%	26.60%	73.40%
Upper Middle Quartile	35.43%	64.57%	37.70%	62.30%
Upper Quartile (highest paid)	44.25%	55.75%	46.20%	53.80%

Why do we have a gender pay gap?

The College does not pay men and women differently for equivalent work but we do employ more women than men (64% female). The gender pay gap is largely due to the fact that more women perform the roles in quartile 1 and 2, which are lower paid and largely worked part time.

In addition, 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 those in the lower quartiles have tended to attract more women than men. One of the reasons for a gender pay gap is that women are more likely than men to have had breaks from work that have affected their career progression, for example caring responsibilities. They are also more likely to work part time and/or term-time only, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

A review of market supplement data highlights that 7% of the total male population have a market supplement, 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

We recognise that we cannot control career choices that individuals make in terms of their careers and job applications which might make our scope to act limited in some areas but we can act to make sure we do not become complacent and accepting of our gender pay gap to ensure it does not widen again after the positive improvements made in recent years.

As we raise the aspirations of our students and the college, we too should raise the aspirations of the workforce and encourage Continuing Professional Development (CPD) opportunities for all colleagues so that they are prepared and equipped for when a promoted posts become available. This is reinforced through college wide CPD days as well as individual training and a leadership and management programme that is open to all managers, developing and improving their skills as a manager. We also open up our Aspiring Leaders management programme to all colleagues.

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.
- Introduction of Recruitment training including bias training.
- 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.
- Launching a hybrid working procedure to support flexible working arrangements for all colleagues which will not inhibit career progression.
- We continue our positive work around family friendly options for staff, having introduced a 'Right to Disconnect' policy to support any part time employees.
- Continuing to engage with our trade unions to look at other ways to support bridging the gender pay gap.
- We are in our second year of our commitment to pay the Living Wage Foundation "Real Living Wage" to all of our staff as an accredited employer.
- Continuing to raise young people's awareness of the different career opportunities available within sectors often perceived as traditionally gender bias and eliminate gender bias Careers, Information, Advice and Guidance.

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

I, Hayley Shaw, Director of Human Resources and Organisational Development, confirm that the information in this statement is accurate.



March 2024