

2017 Gender Pay Gap Report for Employees at The Sixth Form College Farnborough

Introduction

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires employers with 250 or more employees to publish annual statutory calculations to outline the pay gap between male and female employees.

The calculations compare hourly pay rates of male and female staff at a snapshot date, which for this year is 31 March 2017. The legislation requires relevant employers to calculate and publish the following information:-

- the average gender pay gap expressed as a mean and median average;
- the average bonus gender pay gap expressed as a mean and median average;
- the proportion of male and female employees receiving a bonus payment;
- the proportion of male and female employees in each quartile pay band when employees are divided into four groups and are ordered from lowest to highest.

Equal Pay Legislation

It is important to highlight that the Equality Act 2010 already outlines that men and women have the right to receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

The Prospect Trust is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. Employees receive equal pay for the same or equivalent work, regardless of their sex (or any other protected characteristic set out above).

Trust pay scales are aligned to the National Joint Council pay rates for teaching and support staff in Sixth Form Colleges to establish appropriate salaries for particular roles. Additionally, support staff job roles and pay grades are evaluated as necessary.

Gender Pay Gap Results

- The mean gender pay gap is 14.69% - £20.01 per hour for males and £17.07 per hour for females.

- The median gender pay gap is 11.49% - £21.58 per hour for males and £19.10 for females.
- No bonus payments were awarded within this period and as such there is no data to report for these categories.

Gender Pay Quartiles					
Band	Males		Females		Description
A	17	19.54%	70	80.46%	Includes all employees whose standard hourly rate places them at or below the lower quartile.
B	34	39.08%	53	60.92%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
C	38	43.68%	49	56.32%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
D	39	44.83%	48	55.17%	Includes all employees whose standard hourly rate places them above the upper quartile.

The gender pay quartile information has been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Analysis

The Trust is confident that the gender pay gap does not originate from paying men and women differently for the same or equivalent work. The gap results from the roles in which men and women work and the associated hourly rate.

The snapshot period included 348 employees; 220 females (63.2 %) and 128 males (36.8%). In order for there to be no gender pay gap there would need to be an equal ratio of males to females within each quartile band. However, our workforce consists of significantly more females than males and a significantly higher proportion of female employees are positioned within bands (A – C), the lower three gender pay quartiles. Additionally, when reviewing the composition of our support staff workforce it highlights that more than 70% are female.

Support staff managerial positions have strong female representation with 80% of senior manager roles and 50% of directorship roles filled by women. In contrast, over 90% of support staff on the lowest pay grade and therefore included within the lowest gender pay quartile (Band A) are female employees undertaking roles such as cleaning and curriculum support assistants. Another significant factor to note is that a high proportion of the roles within the lowest gender pay quartile are term time only positions.

Although the upper gender pay quartile (Band D) has the lowest variance in terms of the split between male and female employees, the College senior leadership team at this

time, on the highest hourly rates, consisted of three males and one female. Similarly, although teaching staff curriculum managers and senior curriculum managers were virtually a representative split at this time, only 20% of Directors were female.

National Data

When reviewing the national position males are still more likely to be in senior roles within an organisation. Despite the introduction of shared parental leave in 2015 females are still more likely than males to have breaks from work that could affect their future career progression. Similarly, many females continue to elect to work part-time and/or term time, with a high proportion of these roles being relatively low paid. In 2016 the Office for National Statistics reported that 90% of educational support assistants were female.

As outlined above, the support staff workforce within the Trust reflects the national position as the proportion of female staff within the lowest three gender pay quartiles (A - C) significantly impacts our mean and median gender pay gap.

As the mean gender pay gap for UK economy (according to the October 2016 Office for National Statistics [ONS] Annual Survey of Hours and Earnings figures) is 17.5% overall and 17.7% for the education sector, the Trust result of 14.69% is significantly lower than the national average.

When comparing the Trust median gender pay gap of 11.49% with the same 2016 ONS survey results of 18.2% for the overall economy and 27.1% for the education sector, our result is also significantly lower.

Action Plan

Although the median gender pay gap for the Trust is significantly lower than the national/sector position, the Trust is committed to exploring this further in order to reduce the gap and maximise opportunities for all staff.

In September 2018 Principal Simon Jarvis is to stand down from his post to lead The Prospect Trust as its Chief Executive Officer. Simon will be succeeded as Principal by Catherine Cole, currently a Deputy Principal at the College responsible for student services.

Catherine joined the College in 2004 as a pastoral manager/history teacher and as a female employee that has forged a successful career path throughout her tenure she is committed to supporting all staff to maximise their potential and to remove any perceived or real barriers that may restrict the progression of any staff member.

When reflecting on our results and the proportion of lower paid term time support staff roles in the education sector, there is no doubt that it will be challenging to significantly reduce our gender pay gap. It is likely that such roles within our sector will continue to attract more females in future and we have limited influence over the career choices of

some individuals, however there are a number of work strands that the Trust is keen to pursue:-

- Implement a talent management programme to identify and support individuals that have the required behaviours/skills to become future Trust senior leaders, including shadowing, coaching and mentoring opportunities where appropriate.
- Engage with staff that have taken a period of maternity or parental leave in order to understand any perceived or real barriers that may inhibit their progression when they return to work.
- Ensure that flexible working requests are appropriately considered, regardless of role and/or seniority within the Trust, as all staff should feel confident that such a request will not automatically restrict career progression and/or opportunities.
- Attend local careers events to raise awareness within young people and the wider community of the diverse range of employment opportunities within the Trust.
- The Trust already offers a subsidised on-site nursery at our founder site (The Sixth Form College Farnborough), however alternative options to further support staff with childcare responsibilities will be considered.
- Regular analysis, monitoring and reporting will be undertaken to further understand the true extent of the gender pay gap and any other initiatives that may be required to support employees, specifically with respect to the proportion of male and female employees in the following categories:
 - external candidates applying to join the Trust;
 - internal candidates applying for promotion opportunities within the Trust;
 - turnover information, including the associated reasons for leaving;
 - gender mix within each role and pay band;
 - opportunities for training and continued professional development;
 - number of employees that return to their original role after a period of maternity or parental leave.

The above initiatives will not, of themselves, remove the gender pay gap and it may be several years before some have any impact at all. In the meantime the Trust remains committed to reporting what it is doing to reduce the gender pay gap and the progress that it is making.

As the Trust expands we will strive to improve representation at all levels within our partner academies and to appropriately manage and support talent within the Trust.

Simon Jarvis

Principal (The Sixth Form College Farnborough)

For and on behalf of The Prospect Trust