

2018 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 report is 31 March 2018. 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 clarify 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 align to the National Joint Council pay rates for teaching staff in Sixth Form Colleges. Support staff pay scales also align to the National Joint Council pay rates, with pay grades established via an internal job evaluation scheme.

2018 Gender Pay Gap Results

- The mean gender pay gap is 16.75% - £21.43 per hour for males and £17.84 per hour for females.
- The median gender pay gap is 13.43% - £22.64 per hour for males and £19.60 for females.
- No bonus payments were awarded within this period and as such there is no data to report for these categories.

<u>Gender Pay Quartiles</u>					
Band	Males		Females		Description
A	13	14.77%	75	85.23%	Includes all employees whose standard hourly rate places them at or below the lower quartile.
B	39	43.82%	50	56.18%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
C	33	37.08%	56	62.92%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
D	42	47.19%	47	52.81%	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 continues to have a gender pay gap and the gap has marginally increased for this reporting period. The mean difference in hourly rate has increased from 14.69% to 16.75% and the median difference in hourly rate has increased from 11.49% to 13.43%

We remain 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 2018 snapshot period included 355 employees; 127 males (35.8%) and 228 females (64.2%). Although this represents an increase of eight females from the 2017 reporting period, 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.

The Trust workforce continues to be comprised of significantly more females, however a higher proportion of female employees continue to reside within bands (A – B), the lowest two gender pay quartiles. The support staff workforce continues to be predominantly female (circa 70%), however the majority of these roles are lower paid administrative term-time positions.

A key point of note is that cleaning staff form part of the lowest pay quartile, with 41% of the 74 females within this band undertaking cleaning duties. In total, there are 32 members of cleaning staff, however only one member of staff is male. We continue to employ these staff directly because we believe that it is better for them to be part of the College team, however many local educational establishments outsource their cleaning operation and these staff do not therefore appear in their calculations.

Support staff managerial positions continue to have strong female representation with circa 80% of senior management roles filled by women.

Although the upper gender pay quartile (Band D) continues to include marginally more females than males and 62% of employees within the upper middle quartile (Band C) are female, 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, only 25% of senior Directors were female.

Conclusions and Action Plan

A female Principal, Catherine Cole, now leads the College and the extended senior leadership team consists of eleven senior members of teaching staff, of which 45% are female and 55% are male. Catherine remains committed to supporting all staff to maximise their potential and to removing any perceived or real barriers that restrict the progression of any staff member.

When reflecting on the latest results, Becky Young (HR Director for The Prospect Trust) said:

“Despite the increased gender pay gap within this reporting period we remain committed to reducing this and working towards overall parity. As already outlined we are confident that men and women are being paid equally for the same work but there are many contributory factors that can affect the gender pay gap in an organisation, particularly within the education sector.

Our current workforce is comprised of significantly more women doing less well-paid jobs on a term-time only basis. Therefore, despite strong female representation at junior/middle/senior management the gender pay gap remains significant. To achieve greater gender pay parity we will need to increase the proportion of males in lower paid support staff roles, whilst also increasing the proportion of females within the highest paid teaching and support staff roles.

It is important that we approach this aspiration with a level of realism, as it will be a significant challenge to reduce our gender pay gap when such a high proportion of our current workforce elect to work within our lowest paid term-time support staff roles. In future, it is likely that these roles will continue to attract more females and we have limited influence over their career choices, however we will take active steps to understand and continually review our gender pay gap and will create a long-term plan to demonstrate our commitment to change."

In last year's report we proposed a number of work strands that the Trust were keen to pursue to support a reduction in our gender pay gap and these remain integral to our plans.

Completed Actions

- 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.
 - **The Trust implemented an employer childcare voucher scheme last year. As the government replaced employer schemes with an alternative tax-free national childcare saving option in October 2018, we will endeavour to promote this alternative option to new employees.**
- 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.
 - **A number of Trust staff work flexible work patterns and work from home where appropriate. We will continue to embrace and promote this within all Trust Academies and remain committed to appropriately considering each request.**

Ongoing Initiatives

- 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.
- Attend local careers events to raise awareness within young people and the wider community of the diverse range of employment opportunities within the Trust.
- 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 introduction of a new core service HR operating model in June and the introduction of a dedicated HR Analyst will support both essential monitoring and proactive analytical work.

These initiatives will not immediately resolve the gender pay gap and it may be several years before some have any impact at all. The Trust remains committed to reporting what it is doing to reduce the gender pay gap and our progress.

The Trust is also keen to support and promote the International Women's Day #BalanceforBetter campaign. Senior leaders across all Trust Academies will work together to create a gender-balanced and representative workforce overall, breaking down any stereotypical attitudes that inhibit progress.

A handwritten signature in blue ink that reads "Simon Jarvis". The signature is fluid and cursive, with a small horizontal line at the end.

Simon Jarvis
Chief Executive Officer
The Prospect Trust