



## Gender Pay Gap Statement for 2023

This year we are in our sixth year of reporting on our Gender Pay Gap (GPG). The mean Gender Pay Gap for 31<sup>st</sup> March 2021 was 4.09%, for 31<sup>st</sup> March 2022 was 4.13% and for 31<sup>st</sup> March 2023 was 3.85%. The median Gender Pay Gap was 10.99% for 31<sup>st</sup> March 2021, 11% for 31<sup>st</sup> March 2022 and 13.51% for 31<sup>st</sup> March 2023. The Gender pay gap continues to be low compared to the mean national average of 14.9%.

### Context and Scope of the Report

The number of females employed by the College has decreased by 7 to 290 and the number of males employed has also decreased by 1 to 180. This profile continues to be typical of many Further Education Colleges. The total number of staff employed has decreased by 8 to 470 in 2023.

The data for this report is taken from the March payroll which includes a snapshot of the data as of 31<sup>st</sup> March 2023. The data includes all employees who are employed on a permanent or temporary basis at this date and includes basic pay and allowances. The College does not operate performance related pay or a bonus payment scheme.

The Gender Pay Gap shows the differences in the average pay between male and female staff members across the College, regardless of their particular role, grade or seniority. It is important to remember that it is not a comparison of how much is paid to men and women employed by us who carry out the same role, similar roles or work of equal value.

There are a number of possible factors that might contribute to a Gender Pay Gap. To combat any such factors influencing our GPG we have examined our workforce profile and considered what actions we have already taken and what more we could do in future to prevent imbalances occurring. Details of which are explained below.

### Our overall GPG Profile – comparing the last three years (2021 – 2023)

The overall gender split:

31<sup>st</sup> March 2023



62% 38%

31<sup>st</sup> March 2022



62% 38%

31<sup>st</sup> March 2021



62% 38%

**Mean Gender Pay Gap for 2023**



**3.85% difference between male and female hourly pay**

**The average hourly rate for a female was £17.73 and a male was £18.44**

**Median Gender Pay Gap for 2023**



**13.5% difference between male and female hourly pay**

**The median hourly rate for a female was £16.83 and a male was £19.46**

**Mean Gender Pay Gap for 2022**



**4.13% difference between male and female hourly pay**

**The average hourly rate for a female was £17.16 and a male was £17.90**

**Median Gender Pay Gap for 2022**



**11% difference between male and female hourly pay**

**The median hourly rate for a female was £16.10 and a male was £18.09**

**Mean Gender Pay Gap for 2021**



**4.09% difference between male and female hourly pay**

**The average hourly rate for a female was £16.88 and a male was £17.60**

**Median Gender Pay Gap for 2021**



**10.99% difference between male and female hourly pay**

**The median hourly rate for a female was £15.87 and a male was £17.83**

The images below show the gender distribution of all Harlow College staff across four equal quartiles.

For 2023:



**74% 26%**

**Lower Quartile**



**60% 40%**

**Lower Middle Quartile**



**67% 33%**

**Upper Middle Quartile**



**46% 54%**

**Upper Quartile**

For 2022:



**75% 25%**

**Lower Quartile**



**64% 36%**

**Lower Middle Quartile**



**62% 38%**

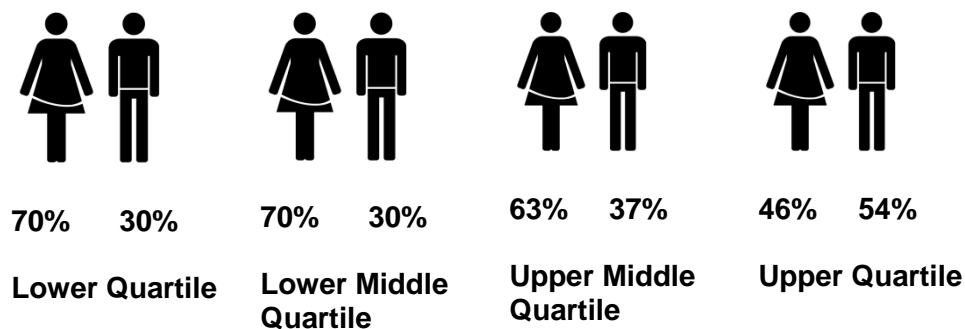
**Upper Middle Quartile**



**47% 53%**

**Upper Quartile**

For 2021:



### Reasons for the changes over the last 3 years:

The changes over the 3 years are relatively small. There has been a small decrease to our overall Mean Gender Pay Gap this year and small increase to overall Median Gender Pay Gap. Our analysis has identified that the most significant change relates to the introduction of the Real Living Wage which has led to the removal of the lower salary pay points. Roles on these points that were affected by this change included Support Workers, Catering Assistants and Cleaners. The majority of staff in these roles are female.

The main groups of staff where there is a 0% pay gap includes: Teachers, Middle Manager and various Support Groups.

### What is the College doing to address its Gender Pay Gap?

As the above analysis illustrates, the College constantly reviews the changes that occur to the GPG profile. In particular it is thought that the initiatives listed below continue to contribute to our low gender pay gap.

#### 1. Health, Wellbeing and Family Friendly Policies

For a number of years, the College has operated a range of “Family Friendly” policies including enhanced Paternity and Maternity Schemes. The Maternity Scheme encourages the member of staff to return to work at the end of their maternity leave, on a different and more flexible work pattern. This policy appears to be assisting the college in retaining experienced and skilled staff. In 20/21 all staff returned to work following maternity leave, in 21/22 all staff returned to work with two members of staff reducing their hours and in 22/23 all, except for one member of staff returned following maternity leave.

For the last 9 years we have run a Health and Wellbeing Programme that encourages healthy, balanced and active lifestyles which has been received very positively by all staff. Every year this programme has been extended and becomes more inclusive. During 2023 Health and Wellbeing of our staff has continued to be important. Various Support Groups have now been formed to assist staff share experiences and offer support to each in fields such as Neurodiversity, Menopause and Ethnic Minority groups.

#### 2. Hybrid Working

The College continues to have general culture of enabling staff to work more flexibly at all levels. There is a range of flexible work policies that enable staff to balance their work with their home life, including looking after children or elderly parents, on a temporary or permanent basis. There are currently 206 staff whose working pattern is different to the default pattern this equates to 43% of the workforce (as of 31<sup>st</sup> March 2023), which is an increase of 7% compared to the previous year.

We continue to offer partial Hybrid Working to the majority of staff, dependent upon job role. This is reviewed regularly and has received positive feedback from staff to help with their work life balance, reduce the cost of travel and carbon emissions.

### **3. Implementing equal work and equal pay**

The College continues to be committed to the principles of equal opportunities and operates objective pay spines to establish salaries of particular roles. Salaries of staff are monitored to address unfairness and inconsistency.

### **4. Improving and re-affirming our commitment to Equality and Diversity**

The Equality and Diversity Steering Group comprising of a range of staff, students and Governors continues to meet, with the aim of the group to affirm the colleges' commitment to equality and diversity throughout our work and improve the promotion of equality and diversity.

We have again produced a report regarding our Ethnicity Pay Gap, using similar methods of calculation. and this can be viewed separately on our website. We have also this year examined our Disability Pay Gap for the first time and this can also be found on our website.