



Gender Pay Gap Statement for 2019

This year we are in our third year of reporting on our Gender Pay Gap, whilst the pay gap remains relatively low with a mean Gender Pay Gap of 4.68%, there has been a small increase in the median to 12.08%, this compares well to a national average of 17.3% The College continues to work hard to reduce this figure but as staff turnover remains low, implementing any significant changes that might affect this measurement, is difficult.

Context and Scope of the Report

The number of females employed by the College has increased by 16 to 276 and the number of males employed has further decreased by 3 to 167, this profile continues to be typical of many Further Education Colleges. The total number of staff employed has increased by 13 to 443 in 2019.

The data for this report is taken from March's payroll which includes a snapshot of the data as of 31st March 2019. 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 (2017 – 2019)

The overall gender split:

31st March 2019



62% 38%

31st March 2018



60% 40%

31st March 2017



63% 37%

Mean Gender Pay Gap for 2019



4.68% difference between male and female hourly pay

The average hourly rate for a female was £16.08 and a male was £16.87

Mean Gender Pay Gap for 2018



4.20% difference between male and female hourly pay

The average hourly rate for a female was £15.98 and a male was £16.68

Mean Gender Pay Gap for 2017



4.55% difference between male and female hourly pay

The average hourly rate for a female was £15.75 and a male was £16.50

Median Gender Pay Gap for 2019



12.08% difference between male and female hourly pay

The median hourly rate for a female was £15.00 and a male was £17.06

Median Gender Pay Gap for 2018



10.98% difference between male and female hourly pay

The median hourly rate for a female was £14.60 and a male was £16.40

Median Gender Pay Gap for 2017



13.57% difference between male and female hourly pay

The median hourly rate for a female was £14.46 and a male was £16.73

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

For 2019:



68% 32%

Lower Quartile



71% 29%

Lower Middle Quartile



67% 33%

Upper Middle Quartile



44% 56%

Upper Quartile

For 2018:



73% 27%

Lower Quartile



64% 36%

Lower Middle Quartile



64% 36%

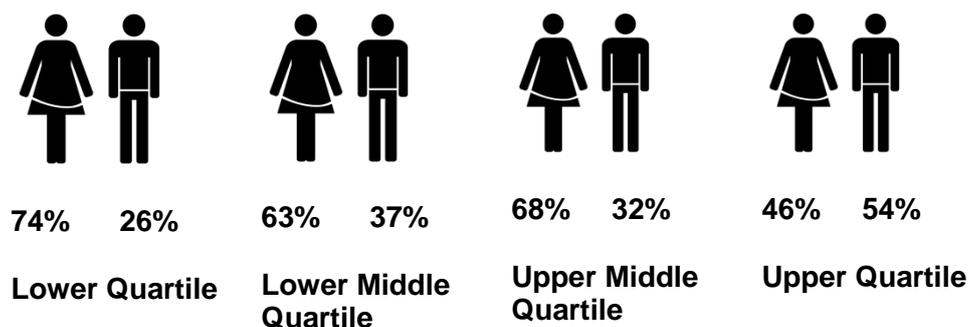
Upper Middle Quartile



40% 60%

Upper Quartile

For 2017:



Reasons for the changes between 2018 and 2019:

Whilst the changes over the 3 years are relatively small, there has been a slight increase to our overall Gender Pay Gap this year. Our analysis of the most significant changes is as follows:

- ❖ In 2019 we redefined our categorisation of staff to make it more meaningful. Of the 9 categorises, we saw an improvement to the Mean and the Median in 3 areas. In the other 6 areas there has been a slight increase to the Mean; however 4 of these groups are below 4 %. The remaining 2 areas have a slightly higher Mean. This relates to a small number of internally employed apprentices, where the salary placement policy that was adopted caused a spike in the GPG figures. This practise has now been reviewed and changed, so this should not occur again.
- ❖ The 2 significant changes to the Median relate to the Delivery Support and Executive and Head of Academy Delivery groups:
- ❖ The Delivery Support category is made up of Support Workers, Technicians, Curriculum Support Technicians (CST) and other unique posts that support delivery teams in their work. The typical gender profile of Technicians and CST's are male and as staff turnover historically is very low there is less opportunity to change the profile of this group. However, Support Workers are predominantly female and the pay grade of the role is lower and whilst staff turnover is higher, the college continues to attract a greater number of female applicants for this role, predominantly because of the attractive flexible work patterns that are offered.
- ❖ Within the Executive and Head of Academy Delivery group the median has increased because there are a small number of males located in higher paid roles. Some progression opportunities have arisen in this group, and all staff were appointed based on merit, in line with our policy.

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

As the above analysis illustrates, the College constantly reviews 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. Over the past 3 years we have had 27 staff go on maternity of which 7 (26%) have either chosen not to return to work or have left the college within 2 years. Of the 20 that have returned to work, 11 (55%) have returned to work on a flexible working pattern by working part time. We also have a generous Paternity Scheme which allows staff to take paid time off following the birth of their child. For the last 6 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.

2. Flexible Working

There is a general culture within the College in which flexible working is valued 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. This year there has been a small increase in the number of staff working a wide range of alternative work patterns, to 43% (as of 31.3.19).

3. Implementing equal work- 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. The College only uses recruitment difficulty supplements where the job market dictates the need to do so, and to facilitate the recruitment and retention for staff in particularly hard to fill areas, such as the specialism of Aviation Engineering. Starting salaries of staff are monitored to ensure fairness and consistency.

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

The Equality and Diversity Steering Group comprising of a range of staff and students 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.

An intrinsic part of our work as a Further Education College is preparing learners for work and challenging the stereotypical assumptions that may exist in some fields of work and we encourage all staff to imbed this into their teaching.

5. Working to actively challenge gender stereotyping in particular fields

This year we have worked on a 'Go on Girl' campaign that focused on the recruitment of girls into aviation engineering. This offered girls from local schools the opportunities to take part in mini-challenges and speak with people from 'The Blues' (engineers to the Red Arrows team) and Ryan Air. We have also attended career events at local schools (both primary and secondary) to help promote careers opportunities within the aviation and other engineering areas, particularly to females. By attending these careers events and working with young people hopefully we can directly influence them at an early stage in their education and learning to challenge the stereotypical barriers that exist in the workplace.