



Gender Pay Gap Statement for 2020

This year we are in our fourth year of reporting on our Gender Pay Gap, whilst the pay gap remains relatively low there has been an increase to the mean Gender Pay Gap of 6.29%, however the median has decreased to 10.98%, this compares well to a national average of 15.5% 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 9 to 285 and the number of males employed has further decreased by 2 to 165, this profile continues to be typical of many Further Education Colleges. The total number of staff employed has increased by 7 to 450 in 2020.

The data for this report is taken from the March payroll which includes a snapshot of the data as of 31st March 2020. 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 (2018 – 2020)

The overall gender split:

31st March 2020



63% 37%

31st March 2019



62% 38%

31st March 2018



60% 40%

Mean Gender Pay Gap for 2020



6.29% difference between male and female hourly pay

The average hourly rate for a female was £16.54 and a male was £17.65

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

Median Gender Pay Gap for 2020



10.98% difference between male and female hourly pay

The median hourly rate for a female was £15.41 and a male was £17.31

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

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

For 2020:



76% 24%

Lower Quartile



67% 33%

Lower Middle Quartile



67% 33%

Upper Middle Quartile



43% 57%

Upper Quartile

For 2019:



68% 32%

Lower Quartile



71% 29%

Lower Middle Quartile



67% 33%

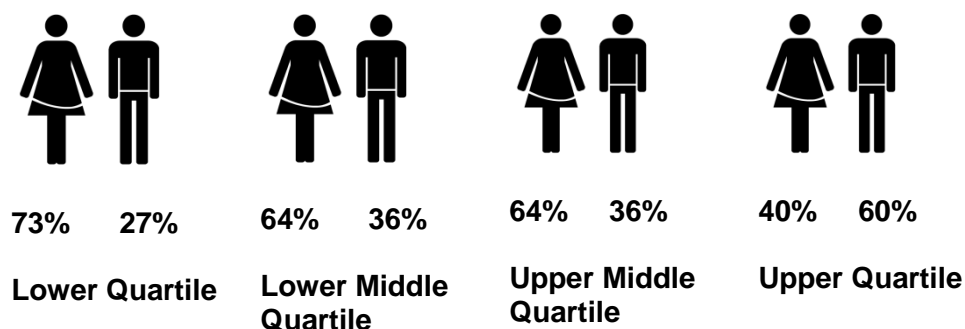
Upper Middle Quartile



44% 56%

Upper Quartile

For 2018:



Reasons for the changes between 2019 and 2020:

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

- ❖ The most significant change to the Mean is in the Executive and Head of Academy Delivery group which is made up of a range of Managers working at two levels, across the organisation. These changes have arisen through the normal turnover and appointment of staff. The Executive and Head of Academy Support group Mean and Median has changed slightly for similar reasons.
- ❖ The Delivery Support category, has seen a small increase in the Mean and an improvement to its Median. This group 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 non-Delivery group, the college recruited a number of temporary male staff to work on the National Citizen Service Project which affected the gender profile of this group for a short period. This change temporarily increased the Mean in this group.

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. Over the past 3 years staff returning to work has increased from 27% (in 2017/18), 45% in (2018/19) to 80% (in 2019/20). In 2019/20 all staff that had taken a period of maternity leave, continue to work for the college 2 years later. We also have a generous Paternity Scheme which allows staff to take paid time off following the birth of their child.

For the last 7 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. Whilst this report addresses the GPG as of 31st March 2020, when the Covid -19 pandemic had only just commenced, during 2020/21 Health

and Wellbeing of our staff has become even more important and a mainstay of our strategic priorities. Details of which will be address in the 2021 GPG report.

2. Flexible Working

The College has had a 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 169 staff whose working pattern is different to the default pattern this equates to 38% if the workforce (as of 31st March 2020).

Just before the Covid-19 pandemic commenced the College was in process of discussing with trade union representatives how the college could extend opportunities for staff to work more flexibly, in response to comments received in the last Staff Survey. During 2020/21 working flexibly has become common place and a valuable asset, enabling us to continue to function remotely, throughout the pandemic. Further details will be addressed in next years report.

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. 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.

During 2020 the College has reviewed its position and is in the process of overhauling its Equality and Diversity Action Plan. One aspect of development is to extend pay monitoring on the basis of Ethnicity. Using similar methods of calculation, that were used to establish our GPG, we have established that our Mean Ethnicity Pay Gap is 0.53%, as of 31.3.2020. Further work is continuing to examine our practices and processes through a working party set up to address racial equality.