



Gender Pay Gap Statement for 2021

This year the pay gap continues to be relatively low and there has been a decrease in the mean Gender Pay Gap from 6.29% to 4.09% and the median has remained stable at 10.99%, this compares well to a national average of 15.4% The College continues to work hard to reduce this figure but as staff turnover remains low in a year that has been, 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 3 to 288 and the number of males employed has also increased by 9 to 174, this profile continues to be typical of many Further Education Colleges. The total number of staff employed has increased by 12 to 462 in 2021.

The data for this report is taken from the March payroll which includes a snapshot of the data as of 31st March 2021. 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 (2019 – 2021)

The overall gender split:

31st March 2021



62% 38%

31st March 2020



63% 37%

31st March 2019



62% 38%

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

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

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

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

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

For 2021:



70% 30%

Lower Quartile



70% 30%

Lower Middle Quartile



63% 37%

Upper Middle Quartile

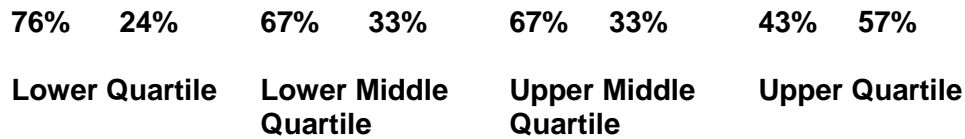


46% 54%

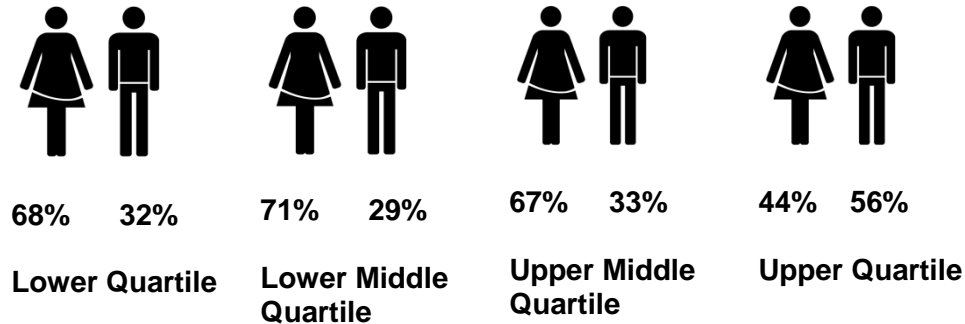
Upper Quartile

For 2020:





For 2019:



Reasons for the changes between 2020 and 2021:

The changes over the 3 years are relatively small. There has been an decrease to our overall Mean Gender Pay Gap this year and no real change to our overall Median Gender Pay Gap. Our analysis of the most significant changes is as follows:

- ❖ The College has achieved an improvement in the mean GPG in the following groups: Delivery Support posts, Middle Managers in both delivery and support areas, Business Support posts and in the Executive and Head of Academy groups both in delivery and support areas. This has largely been achieved through internal progression amongst female staff.
- ❖ A further area of improvement relates to the removal of the two bottom salary points on the College pay scales where females staff dominate in roles such as Catering and Cleaning staff. This can be seen in the lower quartile statistics where the number of females has increased and male have decreased thus reducing the pay gap. There has also been a small number of male staff recruited externally in categories such as Apprentices, Invigilators and Campus Operation roles.
- ❖ Whilst there has been a small increase in the GPG amongst the Apprentice groups, this is largely due to the College having no female apprentices in the previous year and recruiting some this year.

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 18/19 of the 11 on maternity leave 4 did not return to work (36%), In 19/20 all staff returned to work following maternity leave and 20/21 all staff returned to work however 1 has now left the college.

For the last 8 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 2021 Health and Wellbeing of our staff has become even more important and a mainstay of our strategic priorities.

2. Hybrid Working

The College continues to have general culture of enabling staff to work more flexibly at all levels. During the Covid-19 pandemic this approach has helped the college continue to function. 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 168 staff whose working pattern is different to the default pattern this equates to 36% of the workforce (as of 31st March 2021).

During the Covid-19 pandemic College managers met weekly with the trade union representatives to discuss how we could support and assist our workforce work flexibly and at the same time protect them and their families, particularly when there were from the vulnerable or extremely vulnerable categories. We continually surveyed staff to obtain feedback and used this information to adapt our approach. More recently at the end of 2021 we have introduced on a temporary basis Hybrid Working to enable us to assess the impact on our learners and service providers.

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 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. In the last year we have examined the composition of this group and worked to review and revise the action plan across all protected characteristics.

This year is our second year of examining the Ethnicity Pay Gap and using similar methods of calculation, that were used to establish our GPG, our Mean Ethnicity Pay Gap is 0.7%, as of 31.3.2021.