



Gender Pay Gap Statement for 2022

This year the pay gap continues to be relatively low and there has been a very small increase in the mean Gender Pay Gap (GPG) from 4.09% to 4.13% and the median has remained fairly stable at 11%, 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, implementing any significant changes that might affect this measurement, is difficult.

Please note that for the purposes of this report, gender must be reported in a binary way, recognising only men and women, and we are unable to report non-binary or other identities in this report. We have used the terms 'gender', 'men' and 'women', although we understand that, for some people, this will be referring to their biological sex. There are some people who do not fit into these binary categories and we are also aware that some people's gender identity does not align with the sex they were assigned at birth. We want all our employees to feel part of our Harlow College community.

Context and Scope of the Report

The number of females employed by the College has increased by 9 to 297 and the number of males employed has also increased by 7 to 181, this profile continues to be typical of many Further Education Colleges. The total number of staff employed has increased by 16 to 478 in 2022.

The data for this report is taken from the March payroll which includes a snapshot of the data as of 31st March 2022. 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 (2020 – 2022)

The overall gender split:

31st March 2022



62% 38%

31st March 2021



62% 38%

31st March 2020



63% 37%

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

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

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

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

For 2022:



75% 25%

Lower Quartile



64% 36%

Lower Middle Quartile



62% 38%

Upper Middle Quartile



47% 53%

Upper Quartile

For 2021:



70% 30%

Lower Quartile



70% 30%

Lower Middle Quartile



63% 37%

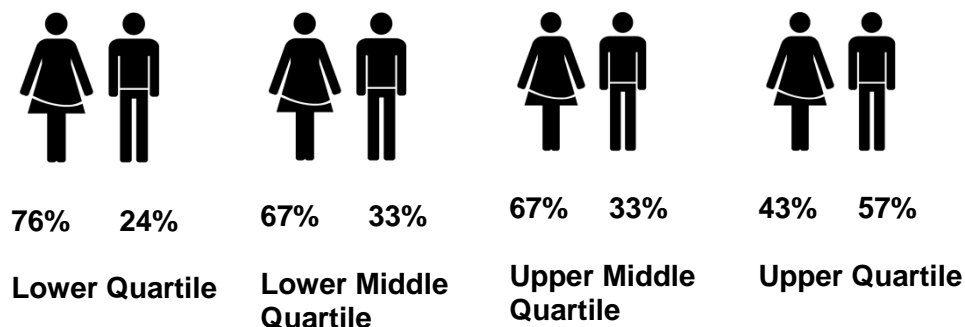
Upper Middle Quartile



46% 54%

Upper Quartile

For 2020:



Reasons for the changes over the last 3 years:

The changes over the 3 years are relatively small. There has been a very small increase 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: Middle Managers in both delivery and support areas. This has largely been achieved through internal progression amongst female staff.

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 19/20 and 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.

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 2022 Health and Wellbeing of our staff has become even more important and a mainstay of our strategic priorities. Various Support Groups have now been formed to assist staff share experiences and offer support to each other, for example Neurodiversity.

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 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 170 staff whose working pattern is different to the default pattern this equates to 36% of the workforce (as of 31st March 2022).

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 third year of examining the Ethnicity Pay Gap and using similar methods of calculation. A narrative has been written this year to explain the statistics and can be viewed separately on our website.