



Gender Pay Gap Statement for 2018

Last year, we published our first Gender Pay Gap report and whilst the pay gap was low at a mean Gender Pay Gap of 4.55%, compared to a national average of 17.9%, the College has not been complacent and continues to monitor the pay gap and address the factors influencing it. This year we are pleased to report that a further reduction to a mean of 4.20% and a median of 10.98% has been achieved.

Context and Scope of the Report

The College continues to employ significantly more females (260) than males (170), which is the typical profile of many Further Education Colleges. The total number of staff employed has increased by 16 in 2018 and this increase relates to the College opening a new site called Stansted Airport College.

The data for this report is taken from March's payroll which includes a snapshot of the data as of 31st March 2018. 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 bonus payment schemes.

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.

It is also recognised that 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 31st March 2017 to 31st March 2018

The overall gender split as of 31st March 2017 compared to 31st March 2018 was:

31st March 2017



63% 37%

31st March 2018



60% 40%

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

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 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

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 2017:



74% 26%

Lower Quartile



63% 37%

Lower Middle Quartile



68% 32%

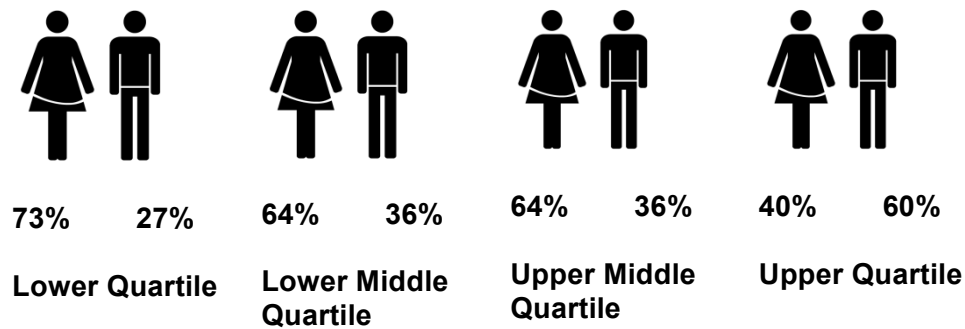
Upper Middle Quartile



46% 54%

Upper Quartile

For 2018:



Reasons for the changes between 2017 and 2018:

Whilst the changes between 31st March 2017 and 31st March 2018 are relatively small, we are proud to have achieved a reduction in our overall Gender Pay Gap. Our analysis of the most significant changes is as follows:

- ❖ The analysis of the “Delivery Support” group has a reduced mean of 22.99%. Whilst the overall number of male and female staff within the groups has not significantly changed, there has been some turnover of staff and progression of staff into higher paid roles.
- ❖ With our “Support Staff” category, the median has significantly reduced this is as a result of a number of employees progressing to higher paid roles within the organisation. The statistics have also been slightly skewed by the employment of a number of temporary workers to staff our National Citizenship Service project.
- ❖ Amongst our middle manager groups, the median has also reduced. This is as a result of a small number of internal promotions within the organisation, resulting in a more balanced profile between males and females.
- ❖ Relatively small statistical changes have occurred within the groups of Apprentice, Assistant Academy and Senior Managers, Head of Academy, Teaching staff and those employed to support front line teaching.

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

As the above analysis shows, the College constantly keeps under review the changes that occur to the GPG profile. In particular it is thought that the initiatives listed below have contributed to our success in keeping the GPG low.

1. Operating real 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 and coupled with our inclusive approach to allowing flexible working options, we have a low rate of female staff that chose not to return to work. Our Paternity Scheme allows male staff to paid time off following the birth of their child. For the last 5 years we have run a

Health and Wellbeing Programme that encourages healthy, balanced and active lifestyles which has been received very positively by staff.

2. Operating an agile approach to staffing

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 means that 42% (as of 31.3.18) of our workforce worked a wide range of alternative work patterns, which meet both the needs of the College and personal needs.

3. Breaking down segregation confining women to lower-paid occupations

Amongst the lower quartiles there are examples of horizontal segregation, in which Cleaning, Catering staff and Support Workers are predominantly female. However within these groups the College has seen a number of staff progress to higher paid roles. Whilst jobs are recruited to upon merit, job opportunities are advertised and staff are encouraged to apply.

4. Implementing equal work- equal pay

The College is 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.

5. Improving and re-affirming our commitment to Equality and Diversity throughout your work

During the past year we have re-established our Equality and Diversity Steering Group comprising of a range of staff, students and governors. The aim of this group is to reaffirm our 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. Projects that we have participated in include the Mobie Challenge, in which young female students were exposed to all aspects of the construction industry including surveying, architecture, engineering and where challenged to work together to design and present their finding in a national competition.

First Year BTEC students were invited to attend Mitsubishi Headquarters office to learn about sustainable and renewable technologies. We are pleased to report that these types of initiative have resulted in an increase in the number of female students being attracted to study and gain industry ready qualifications in these fields.

6. Working to actively challenge gender stereotyping in particular fields

The College has run or participated in a number of projects, as part of our work with young people who can be directly influenced at an early stage in their education and learning, to challenge the stereotypical barriers that exist in the workplace.

Further work to we intend to carry out to improve our GPG profile includes, reviewing our recruitment and selection processes including considering ways to eliminating bias from our recruitment activities, such as anonymising CV's and applications, carrying out unconscious bias training with our hiring managers and where ever possible having a balance of gender on our interview panels.