

## Gender Pay Gap Report for the Trafford College Group 2018

### Introduction

The gender pay gap shows the difference in the average earnings between all men and women in an organisation.

The Trafford College Group pays colleagues equally, but it is important to distinguish between equal pay and the gender pay gap. Equal pay issues arise when men and women are paid differently, despite doing the same work or work of equal value - something which isn't an issue within The Trafford College Group. Gender pay, however, is a much broader concept which compares the average earnings of men and women within an organisation. This difference is expressed as the percentage difference between men and women's pay.

From April 2017, employers with 250 or more employees must publish their gender pay gap. The pay gap must be reported in a variety of ways:

- The mean and median gender pay gaps
- The mean and median gender bonus gaps
- The proportion of men and women who received bonuses
- The proportion of men and women according to quartile pay bands.

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The Trafford College Group does not operate any kind of bonus scheme, as such there is not a requirement to report on bonus payments.

### Gender Profile

The overall percentage of female staff (gender profile) stands at 58.7%.

### Gender Pay Gap

Table 1 shows the mean and median gender pay gap.

Category	Value
Mean Gender Pay Gap	10.73%*
Median Gender Pay Gap	11.6%**

(Table 1)

\*The males' mean hourly rate is 10.73% higher than females.

- (£16.48 males v £14.71 females)

\*\* The males' median hourly rate is 11.6% higher than females.

- (£16.57 males v £14.72 females)

## Pay quartiles by gender

Table 2 below shows a breakdown of the proportion of male and female employees in each of the four pay band quartiles:

<b>Band</b>	<b>Males</b>	<b>Females</b>	<b>Description</b>
A	58%	42%	<b>Upper Quartile</b> – includes all employees whose standard hourly rate places them above the upper quartile
B	47%	53%	<b>Upper Middle Quartile</b> – Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
C	34%	66%	<b>Lower Middle Quartile</b> – Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
D	34%	66%	<b>Lower Quartile</b> – Includes all employees whose standard hourly rate places them at or below the lower quartile.

(Table2)

## What are the underlying causes of The Trafford College Group's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

The Trafford College Group is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

As such, it:

- Utilises objective pay spines to establish particular salaries for particular roles.
- Only using recruitment difficulty supplements where the job market dictates the need to do so to facilitate recruitment of good and outstanding staff members.
- Evaluates job roles and pay grades as necessary to ensure a fair pay structure.

The Trafford College Group is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work.

Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations – that said The Trafford College Group bucks this trend), while women are more likely than men to be in front-line roles at the lower end of the organisation. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of The Trafford College Groups' workforce in Band C and D, where proportionately more roles are filled by more women than men. A large number of these roles are term time only, part time roles and tend to be attractive to those with child care and other caring responsibilities. However, there is a very much more equal balance between men and women in Bands A and B with 1 in 2 senior post holders being women.

## **How does The Trafford College's gender pay gap compare with that of other organisations?**

The vast majority of organisations have a gender pay gap and we are pleased to be able to say that The Trafford College Groups' compares favourably with that of other organisations within our sector and our economy as a whole.

The median gender pay gap for the whole economy (according to the October 2018 ONS ASHE figures) is 17.9% and for the FE sector 15.7%. At 11.6%, The Trafford College Groups' median gender pay gap is, therefore, significantly lower than that of the sector and the whole economy.

## **What is The Trafford College Group doing to address its gender pay gap?**

While The Trafford College Group's gender pay gap compares favourably with that of organisations across the sector as well as the whole UK economy, this is not a subject about which The Trafford College Group is complacent, and is committed to doing everything it can to reduce the gap.

The Trafford College Group is committed to reducing the gender pay gap through:

- Having 'Family friendly' policies and procedures in place and made known to all staff which encourages both male and female employees to discuss flexible working arrangements which will not inhibit career progression.
- Equality and Diversity training is a mandatory for all staff as well as there being a requirement for all staff at the College to undergo refresher training every 3 years to reinforce the organisations 'zero tolerance' approach to gender bias and promotion of equal opportunity.
- Continuing to ensure that support for women returning to work following periods of maternity leave e.g. job share, and other flexible options;

- Encouraging men to take advantage of flexible working arrangements in relation to caring responsibilities;
- Enhance the College's employer brand by promoting male dominated roles e.g. IT, technical and professional roles, with a view to attracting more female candidates;
- Developing a wider range of career progression and working patterns across the Trafford College Group;
- Rigorous over sight by the HR function at The Trafford College Group to ensure there is no gender bias in any recruitment and selection or career promotion process.

I, Naomi J Harrop, head of HR and Performance, confirm that the information in this statement is accurate.

March 31<sup>st</sup> 2019