

Context

From 2017, any UK organisation employing 250 or more employees must report on its gender pay gap in six different ways: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses, and the number of men and women according to quartile pay bands.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation. The mean gender pay gap is the difference between the mean hourly rate of pay of male relevant employees and that of female relevant employees. The median gender pay gap is the difference between the median hourly rate of pay of male relevant employees and that of female relevant employees.

Gender pay gap should not to be confused with unequal pay. Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work or work of equal value, whereas the gender pay gap is a measure of the difference between the average hourly earnings of men and women. Colchester Institute is an equal pay employer.

Our gender pay gaps

We collected our data on 31 March 2018, when our workforce consisted of 557 women and 304 men. Our female to male percentage was therefore 65% to 35%.

Our gender pay gap figures show that Colchester Institute has a mean gender pay gap of 8.7% and a median gender pay gap of 20.9%. According to the Annual Survey of Hours and Earnings published by the Office of National Statistics in October 2018, the national median was 17.9%.

Our organisation is predominantly female. This is a typical profile in many Colleges like ours. Our gender pay results should therefore be considered in the context of this distribution, as the predominance of women to men has a significant influence on our overall gender pay gaps.

A significant contributory factor to our gender pay gaps is the type of role in our organisation and the gender ratio and pay attached. Our roles can broadly be classified as Teaching, Management and Support, and each of these three types has different male to female ratios and rates of pay.

In Teaching and Management roles the gender ratio is around 55% female and 45% male, and these roles tend to make up around 50% of our total workforce. In Support roles the gender ratio is around 70% female and 30% male, so a much greater female percentage, and these roles also make up around 50% of our total workforce.

Added to this our Support roles have the lowest average hourly rates out of the three groups of staff, and therefore these ratios combined significantly affect gender pay gap reporting in our organisation.

Our gender pay gap data

Gender	Mean (Average) Hourly Rate	Median (Middle) Hourly Rate
Male	£15.48	£15.19
Female	£14.13	£12.01

Mean Gender Pay Gap	8.7%
Median Gender Pay Gap	20.9%

Lower Quartile		Male	Female
Female	191	11.2%	88.8%
Male	24		
	215		
Lower middle Quartile			
Female	143	33.5%	66.5%
Male	72		
	215		
Upper middle Quartile			
Female	106	50.7%	49.3%
Male	109		
	215		
Upper Quartile			
Female	117	45.8%	54.2%
Male	99		
	216		
Total Full Pay Relevant Employees	861		

Bonus pay - in the relevant pay period, we did not pay any bonuses. The proportion of women and men who were paid bonus pay was therefore 0% for both. Accordingly, there is no mean or median difference in bonus pay to report.

Taking action

We are committed to take steps to reduce both our mean and median gender pay gaps.

We are prioritising the following areas for action to build gender pay gap analysis into our management processes, and evening out the gender balance at Colchester Institute:

- We will develop departmental resourcing, training, and career development plans, and address issues as part of this that gender pay gap analysis identifies.
- We will explore how we can create a more even gender balance in the organisation taking into account specific factors in departments and types of roles.
- We will continue as an equal opportunities employer to appoint the best candidate into the role regardless of their gender or other factors covered by the Equality Act.

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink that reads "Shaun McConnell". The signature is written in a cursive style with a horizontal line underneath the name.

Shaun McConnell

Executive Director: Human Resources