

Colchester Institute

Gender Pay Gap Reporting Statement 2019

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 2019, when our workforce consisted of 399 women and 318 men. Our female to male percentage was therefore 55% to 45%.

Our gender pay gap figures show that Colchester Institute has a mean gender pay gap of 16.7% and a median gender pay gap of 27.5%. According to the Annual Survey of Hours and Earnings 2019 published by the Office of National Statistics, the national mean gender pay gap was 16.2% and the national median was 17.3%. These figures show that the college's pay gap is typical of employers across the country however men are disproportionately represented in higher paid roles.

Our organisation is predominantly female. This is a typical profile in many Colleges like ours and has historically been caused by occupational segregation where in the absence of other options women have chosen to take up roles which offer part-time work to fit around caring responsibilities. Society at large has moved on with this with men now being in a position to take a more equal role in childcare or elder care. A key step to eradicating the pay gap in the College will be to build employment options at all levels of pay which allow women and men to fulfil family roles whilst working.

Our gender pay gap data 2019

Gender	Mean	Median
Male hourly pay	£17.28	£16.70
Female hourly pay	£14.39	£12.10

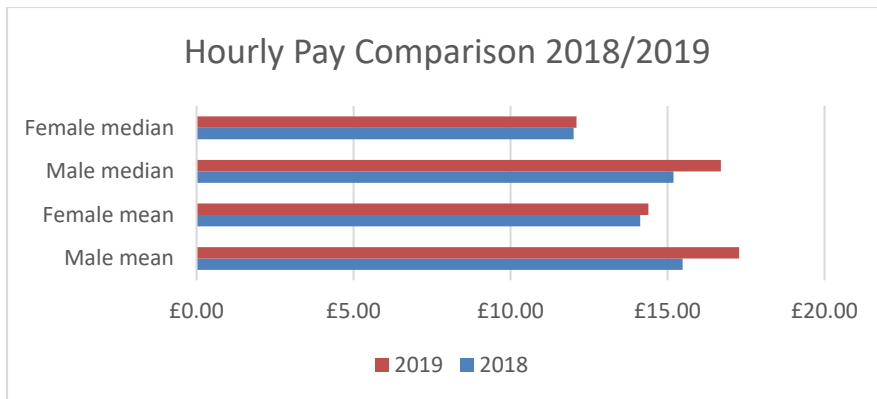
Mean Gender Pay Gap	16.7%
Median Gender Pay Gap	27.5%

Lower Quartile	Headcount		Male	Female
Female	140		22.0%	78.0%
Male	39			
	179			
Lower middle Quartile				
Female	108		40.0%	60.0%
Male	72			
	180			
Upper middle Quartile				
Female	77		57.0%	43.0%
Male	102			
	179			
Upper Quartile				
Female	74		59.0%	41.0%
Male	105			
	179			
Total Full Pay Relevant Employees	717			

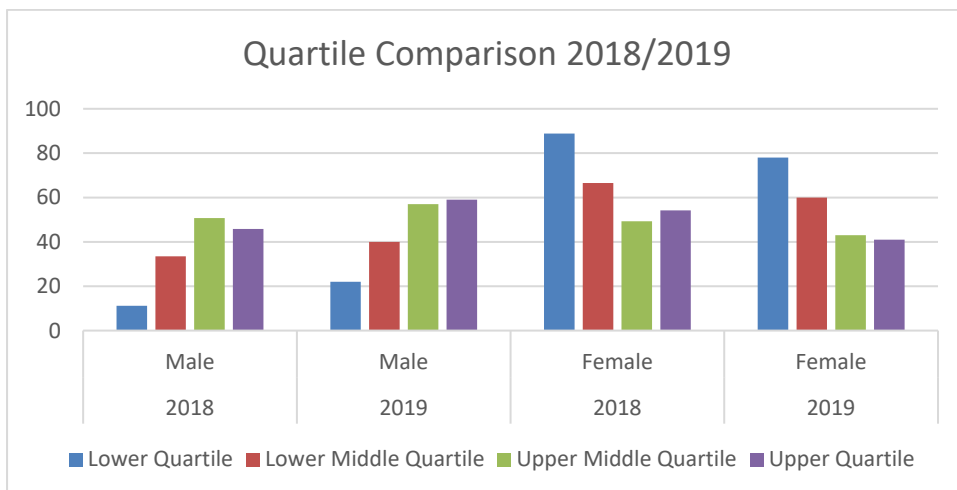
Bonus pay - in the relevant pay period, we did not pay any bonuses. The proportion of women and men who were paid bonus pay was therefore 0% for both. Accordingly, there is no mean or median difference in bonus pay to report.

Gender Pay Gap Comparison 2018 and 2019

The Gender Pay increased between 2018 and 2019. The mean average gap went from 8.7% to 16.7% and the median average gap went from 20.9% to 27.5%. The graph below shows that female wages were relatively static when measured by mean or median whereas male wages showed an increase in both categories.



Workforce reductions in the period resulted in an overall decrease in women of 158 and an increase in men of 14. The increase of men and the reduction in women are seen in all four Quartiles. The consequence has been that pay in the Upper Quartile has switched from predominately Female to predominately Male and pay in the Upper Middle Quartile has gone from equally distributed to male dominated. The changes in the Lower Quartile and Lower Middle Quartile have increased parity between the sexes.



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:

- Review recruitment policies and skills to minimise discrimination and bias and to attract a broader pool of candidates
- Develop flexible approaches to work patterns to include people with family commitments at all levels of seniority
- Ensure transparency in pay and promotion criteria so employees are rewarded in line with their contribution.
- Pay due regard to the impact of new policies on groups specified under the Equalities 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.

Elaine Hart
Director of Human Resources