

Gender Pay Gap Reporting Statement 2021

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 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

Our data is a snapshot as of 5th April 2021, when our workforce consisted of 435 women and 296 men. Our female to male percentage was therefore 60% to 40%.

Our gender pay gap figure shows that Colchester Institute has a mean gender pay gap of 3.84% and a median gender pay gap of 27.58%. 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. Gender Pay Gap reporting was put on hold during the pandemic and therefore the 2019 comparative data is the most up to date.

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.

Colchester Institute - Gender Pay Gap data 2021

Gender	Mean	Median
Male hourly pay	£17.80	£17.20
Female hourly pay	£17.11	£12.45

Mean Gender Pay Gap	3.84%
Median Gender Pay Gap	27.58%

Lower Quartile	Headcount	Male	Female
Female	148	19.0%	81.0%
Male	35		
	183		
Lower middle Quartile			
Female	125	32.0%	68.0%
Male	58		
	183		
Upper middle Quartile			
Female	81	56.0%	44.0%
Male	102		
	183		
Upper Quartile			
Female	81	55.0%	45.0%
Male	101		
	182		
Total Full Pay Relevant Employees	731		

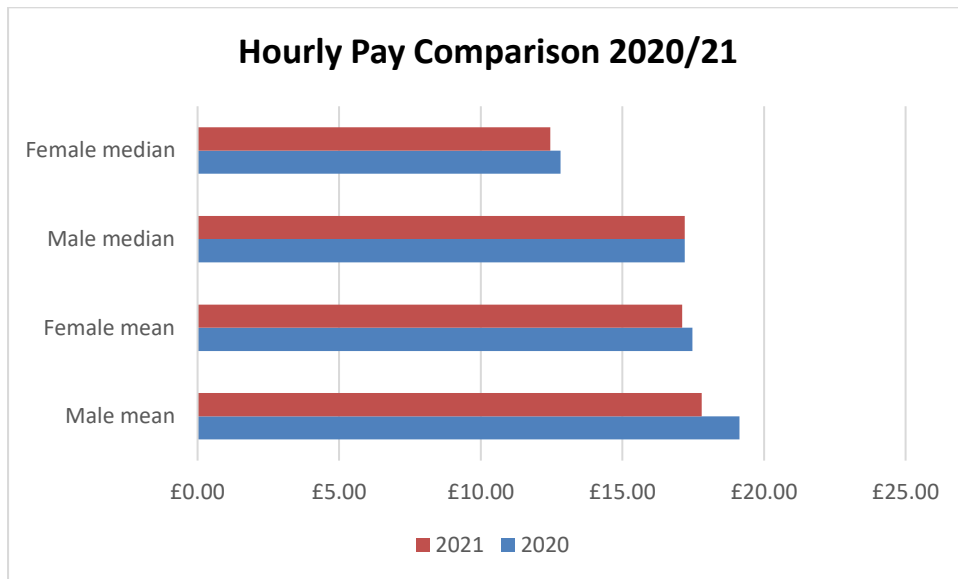
Bonus pay - in the relevant pay period, we did not pay any bonuses. The proportion of women and men who were paid bonus pay was therefore 0% for both. Accordingly, there is no mean or median difference in bonus pay to report.

Gender Pay Gap Comparison 2020 and 2021

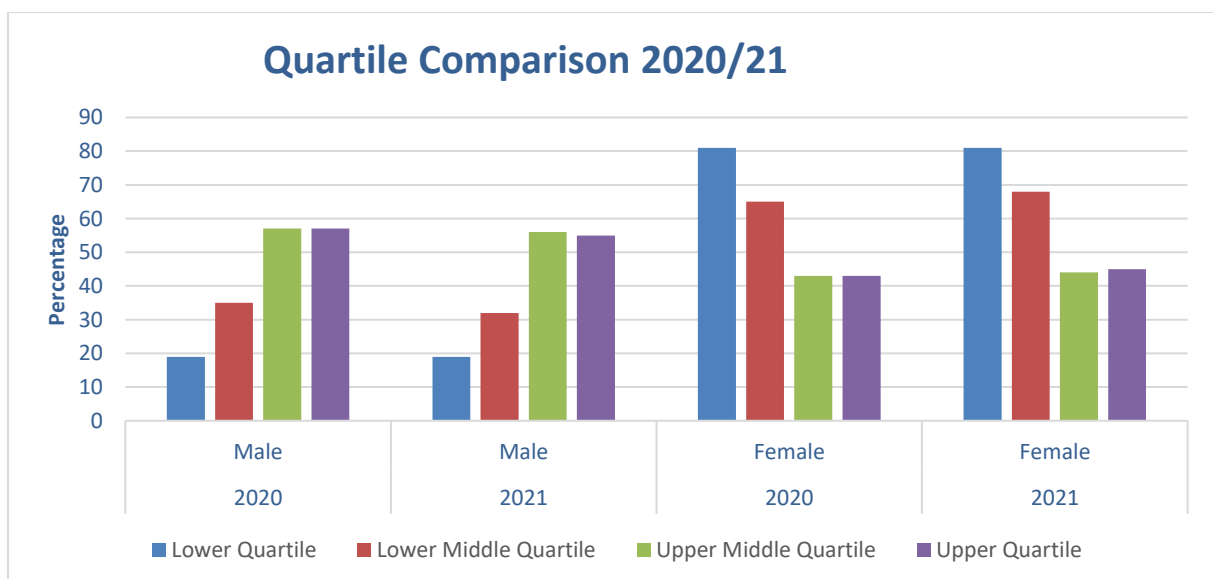
The mean average pay gap between 2020 and 2021 dropped from 8.65% to 3.84%. However, the median average gap has slightly increased from 25.5% to 27.6%. This could be due to a number of factors such as a decrease in the overall workforce; staff movements into different quartiles and the fact that subject sector skills supplement payments for the harder to fill roles are predominantly offered in male roles.

The graph below shows that compared to last year that both female and male wages have decreased when measured by mean but stayed relatively static when measured by median. When comparing male and female wages there continues to be a large disparity between the

median average, males were paid £4.38 per hour more last year than females, and this year £4.75 per hour more.



Workforce changes in the period resulted in an overall decrease in women of 11 and a decrease in men of 25. The Upper Quartiles continue to be predominately Male and Lower Quartiles Female.



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:

- Ensure our recruitment policies and practices continue to minimise discrimination and bias and to attract a broad pool of candidates
- Continue to enable flexible working practices and 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