

## **Gender Pay Gap Reporting Statement 2022**

### **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 5<sup>th</sup> April 2022, when our workforce consisted of 361 women and 270 men. Our female to male percentage was therefore 57% to 43%.

Our gender pay gap figure shows that Colchester Institute has a mean gender pay gap of 11.7% and a median gender pay gap of 23.3%. According to the Annual Survey of Hours and Earnings 2021 published by the Office of National Statistics, the national mean gender pay gap was 13.9% and the national median was 14.9%. 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.

## Colchester Institute - Gender Pay Gap data as @ April 2022 - Comparison

	As @April 22		As @ April 21	
Gender	Mean	Median	Mean	Median
Male hourly pay	£18.69	£18.06	£17.80	£17.20
Female hourly pay	£16.50	£13.85	£17.11	£12.45

	As @ April 22	As @ April 21
Mean Gender Pay Gap	11.7%	3.9%
Median Gender Pay Gap	23.3%	27.6%

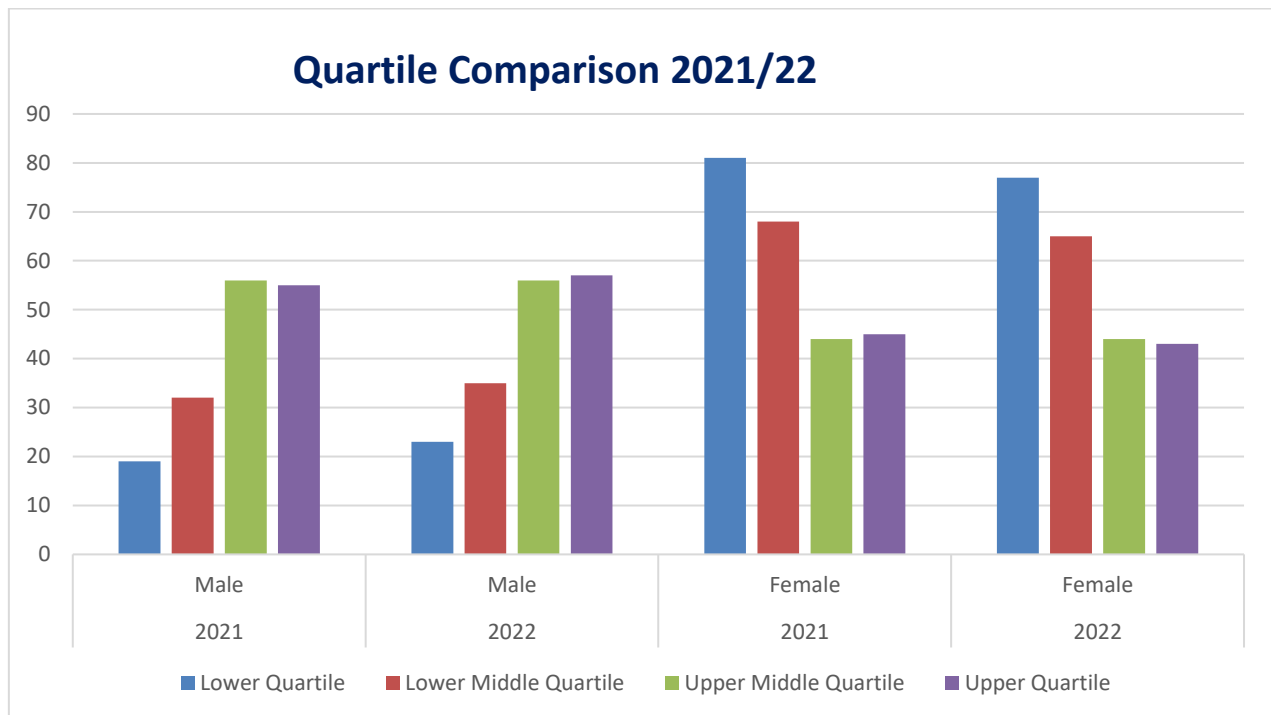
	As @ April 22			As @ April 21		
Lower Quartile	Headcount	Male	Female	Headcount	Male	Female
Female	122	23%	77%	148	19%	81%
Male	36			35		
	<b>158</b>			<b>183</b>		
Lower middle Quartile						
Female	103	35%	65%	125	32%	68%
Male	55			58		
	<b>158</b>			<b>183</b>		
Upper middle Quartile						
Female	69	56%	44%	81	56%	44%
Male	89			102		
	<b>158</b>			<b>183</b>		
Upper Quartile						
Female	67	56%	43%	81	55%	45%
Male	90			101		
	<b>157</b>			<b>182</b>		
<b>Total Full Pay Relevant Employees</b>	<b>631</b>			<b>731</b>		

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.

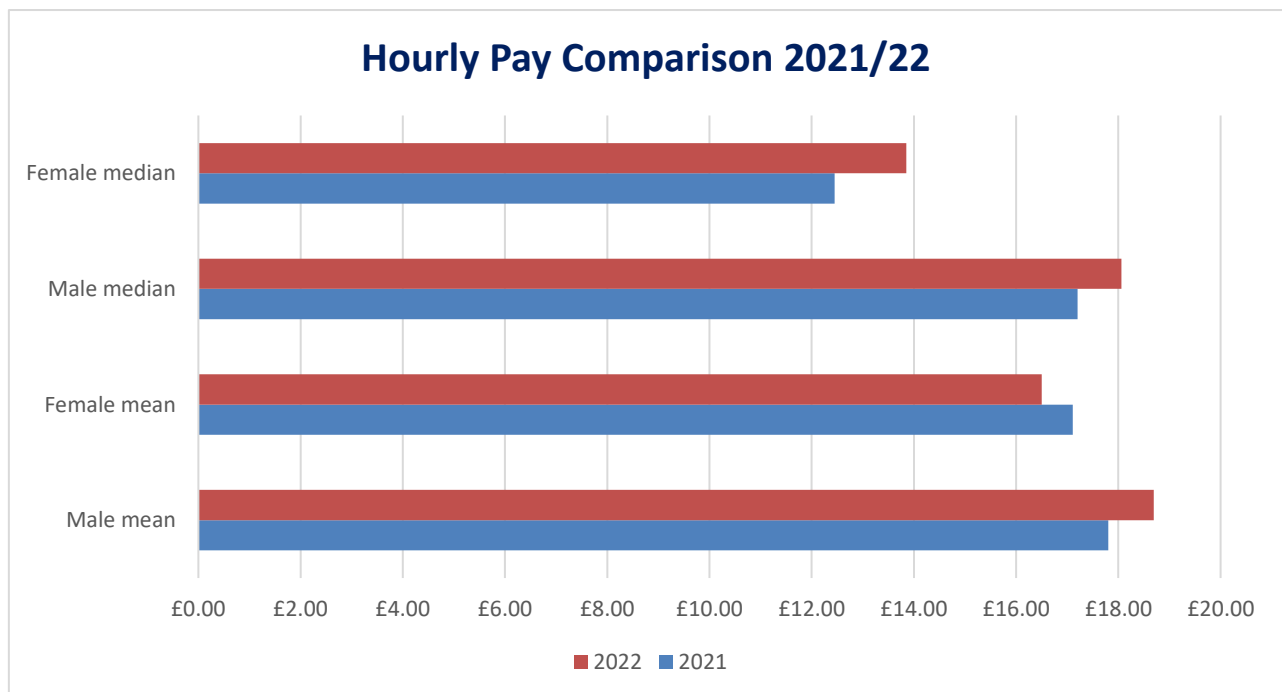
### Gender Pay Gap Comparison 2021 and 2022

The mean average pay gap between 2021 and 2022 increased from 3.84% to 11.7%. However, the median average gap has slightly improved from 27.6% to 23.3%. 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 comparing male and female wages there continues to be a large disparity between the median average, males were paid £4.75 per hour more last year than females, and this year £4.21 per hour more.



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 2010

### **Declaration**

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

**Gary Horne**  
**Deputy Chief Executive**