

Gender Pay Gap Report 20/21

Data Capture 31 March 2020

1. About Us

Wiltshire College & University Centre (the College) has five campuses located across the county, namely in Chippenham, Lackham (specialist land-based provision), Trowbridge and Salisbury as well as a facility at Castle Combe (motorsport engineering). The College's provision spans 14– 16 School Links, 16–18 year olds, higher education, apprenticeships, adult part time/ professional courses and bespoke courses for industry. The College's higher-level provision includes a range of industry linked Higher National Diplomas (HNDs) and a range of degree programmes in partnership with Oxford Brookes, Bournemouth and Greenwich universities.

The College currently has 13,000 students studying and employs 369 teaching staff and 476 professional services staff including teaching support staff.

2. Legislative requirements

The Gender Pay Gap legislation, which was introduced in April 2017, introduces a requirement for employers with over 250 employees to publish their gender pay gap data. As Wiltshire College & University Centre has over 250 employees, we are required to annually publish our gender pay gap data at the snapshot date of 31 March each year (for public sector employers). This report snapshot was taken on 31 March 2020. However, due to the Covid-19 pandemic, the date for this information to be published this year, has been extended until 31 October 2021.

3. What is a gender pay gap?

A gender pay gap shows the difference between the average (mean or median) earnings of men and women. It is important to understand that a gender pay gap is different from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of their gender. The gender pay gap shows the differences in the average pay between men and women, irrespective of job role. A high gender pay gap may not be because of any unlawful practice, but it can indicate that there may be issues those employers can address to improve the situation.

4. What do we need to report?

Employers must calculate the following information:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap

- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each quartile pay band

5. Wiltshire College & University Centre’s Gender Pay Gap

The College has an incremental pay scale for teaching employees, which vary, according to the levels of experience and qualifications that they have. Spot salaries exist for professional services including Teaching Support.

6. Pay Gap Information

(a) Mean Gender Pay Gap

The mean is the average and is a useful way of reflecting the full earnings distribution. It is the sum of the hourly rates for both genders divided by the number in the list.

The College’s Mean Gender Pay Gap is 10% in favour of males, an improvement from last year’s mean of 12%.

(b) Median Gender Pay Gap

The median is the middle occurring value where values are listed in numerical order from lowest to highest. What is then reported is the percentage difference between the median hourly rate for men (£14.71) and the median hourly rate for women (£12.48). It is a representation of the difference as it is less affected by a small number of top earners. At the time of reporting the Senior Leadership Team consisted of a female Principal and 2 male Deputy Principals.

The College’s Median Gender Pay Gap is 15% in favour of males, a slight improvement from the previous year.

	Mean % lower than men	Median % lower than men
19/20	12%	16%
20/21	10%	15%

Bonus Pay

(c) Mean Gender Bonus pay gap

These calculations look at any bonus payments made in the 12-month period from April 2020 to March 2021. Bonus payments are related to performance related pay, for which a small number of roles (within our Business Development function and Assessors) are eligible.

(d) Median Gender Bonus pay gap

The median is the middle occurring value where values are listed in numerical order from lowest to highest.

	Median	Mean
19/20	6.3% lower than men	47.1% lower than men

20/21	16.67% lower than men	12.7% lower than men
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(e) Proportion of males and females receiving a bonus payment.

The proportion of males and females receiving a bonus payment is calculated by taking the number of each gender who received a bonus payment and dividing it by the total headcount of each gender. For 20/21, this was 1.4% in favour of males, compared to 1.2% the previous year.

	Women	Men
19/20	2.0%	3.2%
20/21	1.4%	2.8%

7. Percentage of males and females in quartile pay bands

These are calculated by ranking all employees by their hourly rate of pay from lowest to highest and then dividing them into four even groups or quartiles, then looking at the percentage of males and females in each quartile.

	Reporting Year	Women	Men
Upper Quartile	18/19	45%	55%
	19/20	44%	56%
	20/21	47%	53%
Upper Middle Quartile	18/19	65%	35%
	19/20	62%	38%
	20/21	58%	42%
Lower Middle Quartile	18/19	62%	38%
	19/20	65%	35%
	20/21	57%	43%
Lower Quartile	18/19	74%	26%
	19/20	76%	24%
	20/21	80%	20%

The largest difference is in the lower quartile which equates to the Learning & Skills Development Service, of which 89.66% of employees in this area are female.

8. Wiltshire College & University Centre’s approach to Equality, Diversity & Inclusion and eradicating the gender pay gap

The College strives to create an inclusive environment for work and study where everyone feels valued and respected because of their differences. As part of this the College is committed to fair pay irrespective of gender.

In 21/22, the College is committed to driving initiatives and changes to address its pay gap further through the development of a pay strategy. We will seek to:

- Embed gender pay and gender equality within our Equality and Diversity Action plan.
- Continue to review and benchmark our salaries in a systematic and transparent way to remove any unconscious bias and to ensure decisions are objectively justified.

- Continue to promote flexible working arrangements, ensuring male employees are aware of what is available and confident to explore this on an individual basis for their personal circumstances.
- Continue to ensure that we carefully consider flexible working requests for all staff.
- Continue to advertise our gender dominated roles positively to opposite genders with the aim to increase representation.
- Continue to promote opportunities for lateral and progressive moves within the organisation, with consideration of retaining part time and flexible working options where possible.
- Continue to invest in professional development, including reskilling where appropriate and the development of skills in areas outside of individuals' areas of expertise, to encourage progression and movement into other current and future roles.