

Richmond and Hillcroft Adult and Community College

Gender Pay Gap Report 2020

Introduction

Richmond and Hillcroft Adult Community College's mission is to empower adults and communities through education, skills and enterprise. Within this mission RHACC promotes and supports a working and educational environment where staff are valued, and where achievement gaps between the advantaged and disadvantaged are closed.

The College is committed to providing a positive and supportive working and learning environment to advance equal opportunity across the College, where staff are treated fairly and equitably irrespective of gender, in line with our Public Equality Duty (Equality Act 2010). RHACC ensures equality of pay through the use of standard pay scales and grading system which determines pay based on merit and skills.

From 2017 onwards, the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires UK organisations with 250 or more employees, to publicly report the differences between the average earnings of men and women in the organisation. This report outlines Richmond and Hillcroft Adult Community College's gender pay gap data for **March 2020**. This is the third year that the College has reported their Gender Pay Gap. (Last year the government gave all organisations the option not to report due to Covid-19 however we chose to publish data).

What is the Gender Pay Gap?

Pay Gap vs Equal Pay

The gender pay gap is not the same as equal pay. Equal pay ensures that men and women receive equal pay and employment terms for equal work. This has been in law since the Equal Pay Act 1970. The gender pay gap does not analyse equal pay or require any comparison of pay for like for like roles.

Instead, gender pay gap reporting provides an overview of the total workforce pay (irrespective of role). This in turn highlights the proportion of men or women who sit in more senior or junior roles. For example, a high gender pay gap may indicate that more men sit in senior posts. There are a number of socio-economic and historical reasons behind a gender pay gap. The government encourages all companies to use this data for to create strategies around how to appoint for men or women into posts typically held by the other gender to encourage equal opportunity.

Defining Gender

The gender pay gap regulations do not provide definitions of 'men' or 'women'. RHACC is conscious of the changing definitions of gender and are sensitive to the way individuals identify themselves. No employee is singled out, questioned, or forced to define themselves as part of this exercise. The gender data used is taken from the data disclosed by our employees through Payroll/HR records. If any employee chooses not to self-identify as a specific gender they may be omitted from the gender pay gap calculations.

Reporting Requirements

From 2017 onwards, the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires UK organisations with 250 or more employees, to publicly report the differences between the average earnings of men and women in the organisation.

The regulations require the College to publish the gender pay gap position at a 'snapshot date', which for the College, as a Further Education College, is 30th March each year. Due to the Covid-19 pandemic, the Government extended the reporting deadline to 5th October 2021.

There are three specific ways in which the College is required to report this data*:

- **Quartile gender pay distribution:** The proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands, where "Lower Quartile" represents lowest salaries and "Upper Quartile" represents the highest salaries;
- **Mean gender pay gap:** The difference between the mean hourly rate of pay for male and female employees; and
- **Median gender pay gap:** The difference between the median hourly rate of pay for male and female employees.

The College only reports data on 'full pay relevant employees.' This is defined as all employees with a contract of employment or those who performed work exclusively and received pay as at the 'snapshot date' (excluding employees on long-term leave such as maternity, parental leave and sabbaticals, etc). Further analysis was undertaken to identify the specific pay elements required to establish 'ordinary pay' and to calculate the full-pay relevant employee's hourly pay rates.

**NB: We are also required to report the mean, mean and percentage bonus pay however Richmond and Hillcroft Adult Community College does not pay bonuses therefore the requirement to report on the gender bonus pay gap is not applicable.*

2020 Findings

Executive Summary

For the March 2020 Gender Pay Gap 'snapshot date' RHACC is reporting a 2.4% mean gender pay gap and a 0% median gender pay gap. Within the four pay quartiles there is a significantly higher proportion of women compared to men overall. (See Diagram 1 for full details).

There is no published data for the 2020 year which can be used for comparison at this stage, however at the date of writing this report, one gender pay gap report had been submitted by another College within the group of IALs. They have reported a mean gender pay gap of 2.9% and a median of 0%, which suggests that RHACC is very much on par within the IAL sub sector.

Based on the College's 2020 Gender Pay Gap results, there are no immediate actions to be taken. However, we will continue to monitor and review our data, identify any potential future issues and develop necessary action plans if the need arises.

Mean GPG	2.4%	
Median GPG	0%	
Pay Quartiles	Men	Women
1	29.5%	70.5%
2	24.6%	75.4%
3	28.3%	71.7%
4	37.5%	62.5%

Diagram 1

Mean Gender Pay Gap

The March 2020 snapshot data shows a very small gender pay gap of 2.4%. which equates to a £0.49 difference in average pay only.

Last year RHACC had a 0% pay gap, and in 2018 there was a negative gap of -5%. The most likely reason behind this change is the moving demographic of the senior leaders within the College; in particular an additional male senior appointment was made in March 2020. In the previous two years, *as at the snapshot date*, the executive team ratio of men to women was lower.

RHACC has done some additional analysis of the pay gap within each quartile (Diagram 2) where it is seen that there is a negative pay gap in the highest and lowest quartiles. This indicates that there are likely more women in both our most junior roles and in our senior positions. However, the pay gap is extremely small at all levels, indicating general parity between genders, and therefore not requiring the need for any specific strategies to address the gap.

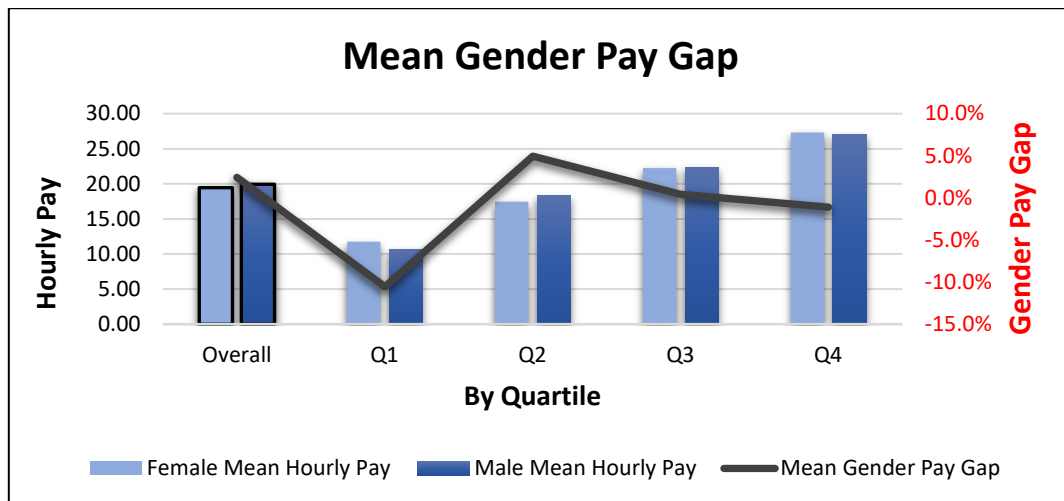


Diagram 2

Median Gender Pay Gap

The current median pay gap is 0%. There has been very little movement on this figure over the 3 years that RHACC has been reporting.

This is likely due to the number of employees on variable hour contracts who claim for their work at standard hourly rates.

The ET Foundation Workforce Data (2018/2019 publication) shows a College median pay gap of 10.3%, which is significantly higher than RHACC’s median pay gap.

Diagram 3 shows a graphic of RHACC’s mean and median gender pay gap from 2018-2020.

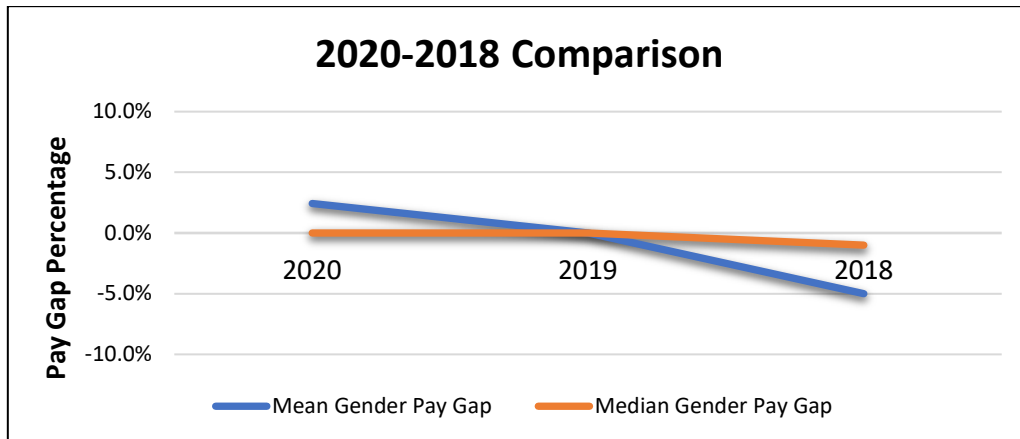


Diagram 3

Quartile Gender Pay Distribution

According to the majority of publications and anecdotal evidence, most educational institutions have a higher proportion of men than women, and RHACC continues to follow this trend. At RHACC women make up 70% of the workforce overall as of the snapshot date. This proportion is least at the most senior levels but is still significant (see Diagram 4).

The AOC College Workforce Survey (2018/2019) shows the proportion of men and women overall within Colleges is 36%/64%, which widens to 30%/70% at support staff level and narrows at management level to 43%/57%. RHACC sits slightly above that trend.

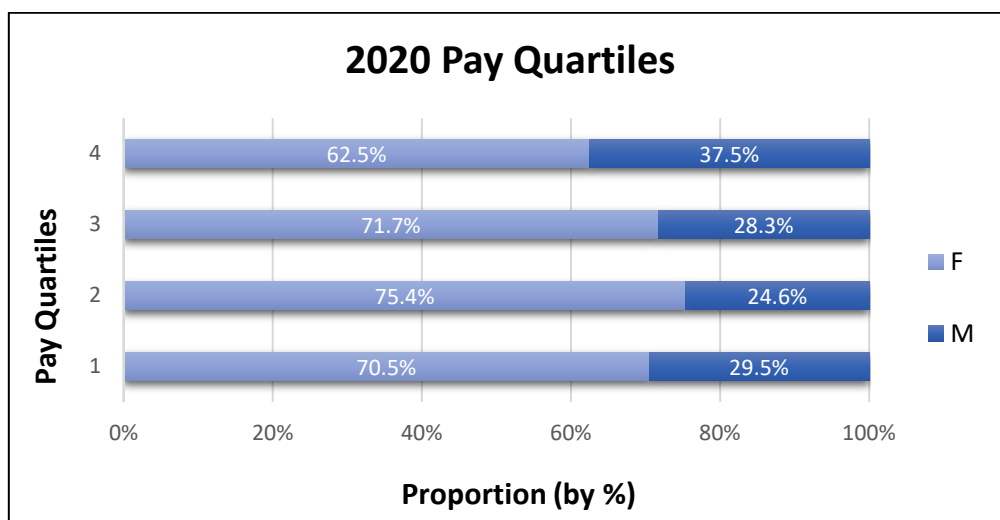


Diagram 4

Looking at the previous 2 years (Diagram 5 and Diagram 6) these levels have remained very consistent.

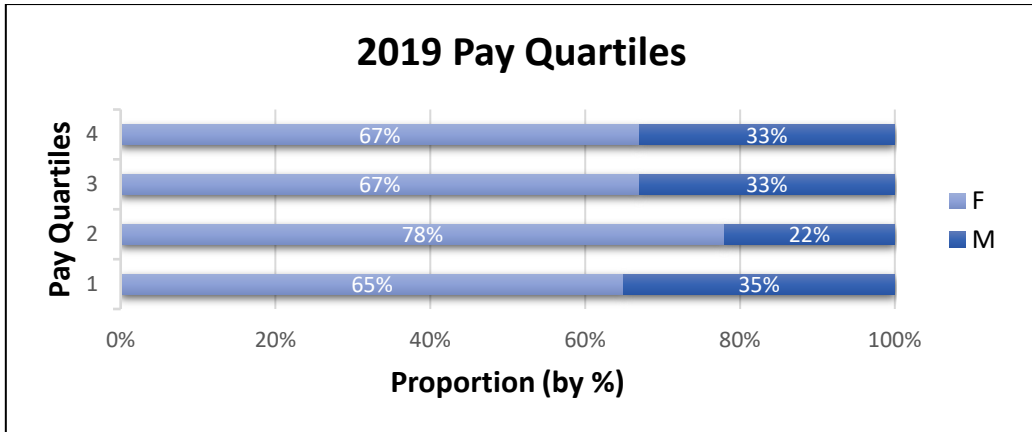


Diagram 5

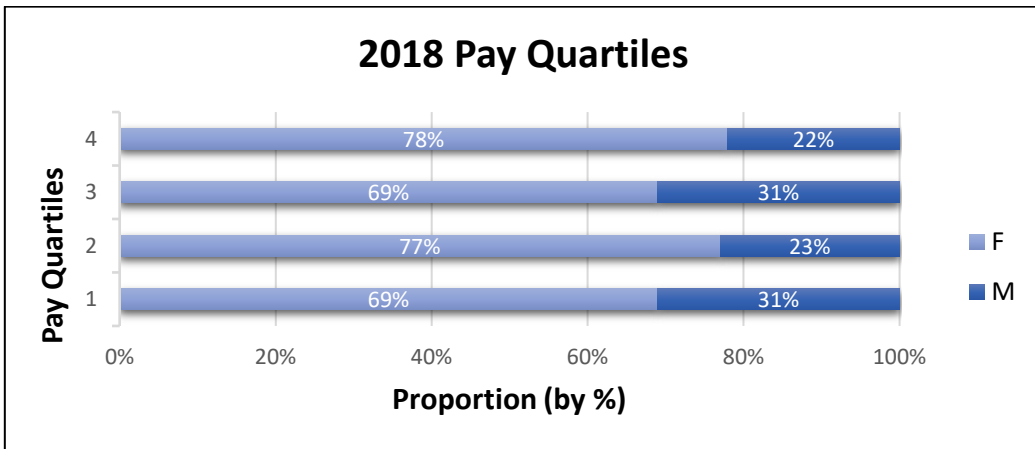


Diagram 6