

## Richmond and Hillcroft Adult and Community College Gender Pay Gap Report 2024

### 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 relevant experiences, qualification and level of responsibility of the role.

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 2024. This is the seventh year that the College has reported its Gender Pay Gap.

### 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 looks at average earnings of men and women across the College in all types of roles. It also 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 or women sit in senior posts. The government encourages all companies to use this data for to create strategies to promote workplace equality.

### 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, is 30<sup>th</sup> March each year. The reporting deadline for this year is 4<sup>th</sup> April 2024.

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

- **Mean gender pay gap:** The difference between the average hourly rate of pay for male and female employees; and
- **Median gender pay gap:** The difference between the midpoints of hourly rate of pay for male and female employees.
- **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.

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 and received pay as at the ‘snapshot date’ (excluding employees on long-term leave such as maternity, parental leave and sabbaticals, etc).

*\*NB: We are also required to report the mean, median 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.*

## **2024 Findings**

### Executive Summary

For the March 2024 Gender Pay Gap ‘snapshot date’ RHACC is reporting a 2.0% mean gender pay gap and a 0.2% 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).

The data for the 2024 year identified a 3.9 % mean gender pay gap and 0% median gender pay gap meaning that our gender pay has reduced by 1.9% in the past years.

Based on the College’s 2024 Gender Pay Gap results, there are no immediate actions to be taken. However, the College will continue to monitor and review its data, identify any potential future issues, and develop necessary action plans if the need arises.

<b>Mean GPG</b>	2 %	
<b>Median GPG</b>	0.2%	
<b>Pay Quartiles</b>	<b>Men</b>	<b>Women</b>
<b>1</b>	38%	62%
<b>2</b>	22%	78%
<b>3</b>	33%	67%
<b>4</b>	29%	71%

Diagram 1

### Mean Gender Pay Gap

The March 2024 snapshot data show a small gender pay gap of 2.03%. which equates to a £0.47 difference in average pay in favour of male. The mean average pay rate for men is £23.28 per hour, compared to £22.80 per hour, for females.

Last year RHACC had a 3.9% Mean Gender pay gap, lower compared to overall education sector in London Area (16%) and 11% in general working population

*Number of Female and Male staff in each Quartile*

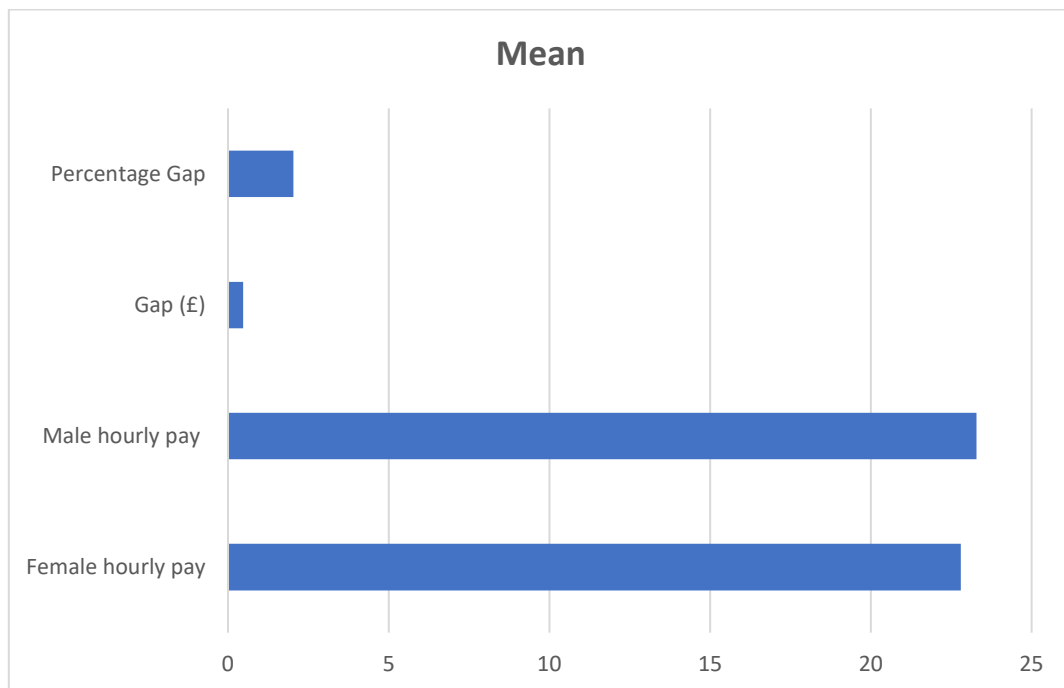


Diagram 2

### Median Gender Pay Gap

The current median pay gap is 0.2%. There has been very little movement on this figure over the past 5 years that RHACC has been reporting.

This is likely due to the high number of employees on variable hour contracts who claim for their work at standard hourly rates, particularly for academic staff working on Variable hours basis, who constitutes 60% of relevant employees at snapshot data.

Diagram 3 shows a graphic of RHACC's mean and median gender pay gap from 2019-2023.

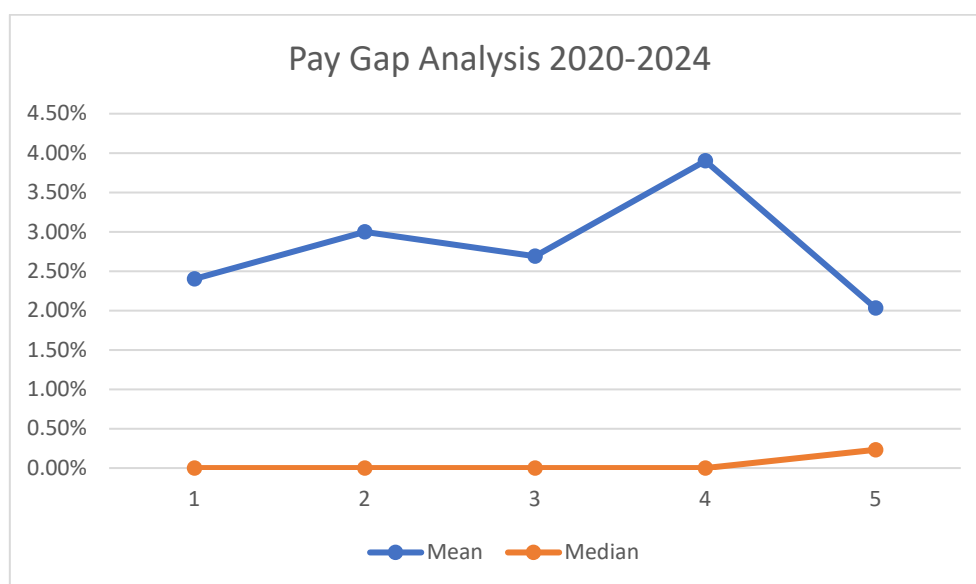


Diagram 3

### Quartile Gender Pay Distribution

At RHACC women make up 69% of the workforce overall as of the snapshot date. Whilst women constitute the majority of RHACC employees across all area of the College, this proportion is lower at the most senior levels (see Diagram 4 and 5) where they still represent almost 59% of management.

This proportion are in line with other FE provider as evidenced by the FE College Workforce Survey (2022/2023) which shows how the proportion of men and women overall within Colleges is predominantly female (overall 65% female vs 34.4 Male) and while this is true across all role types, this is particularly prominent in admin and support role (71% Female vs 27% Male) while smaller at management level (54% vs 44%).

Similarly to last year, RHACC sits in line with this trend.

Diagram 4 Number of employees by Gender in main position areas

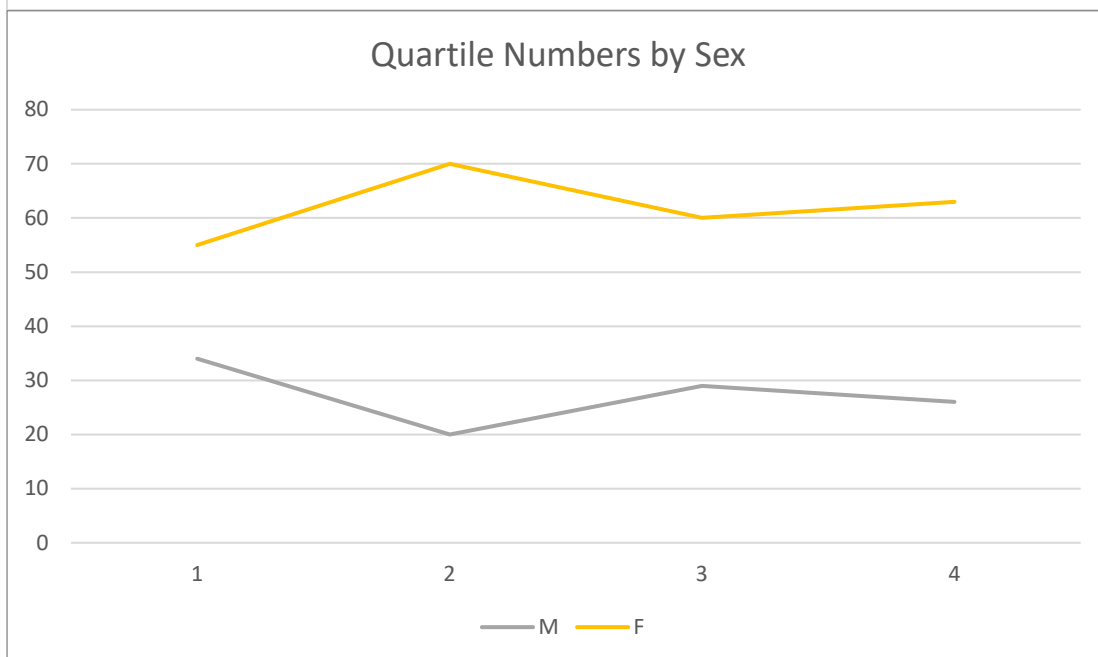
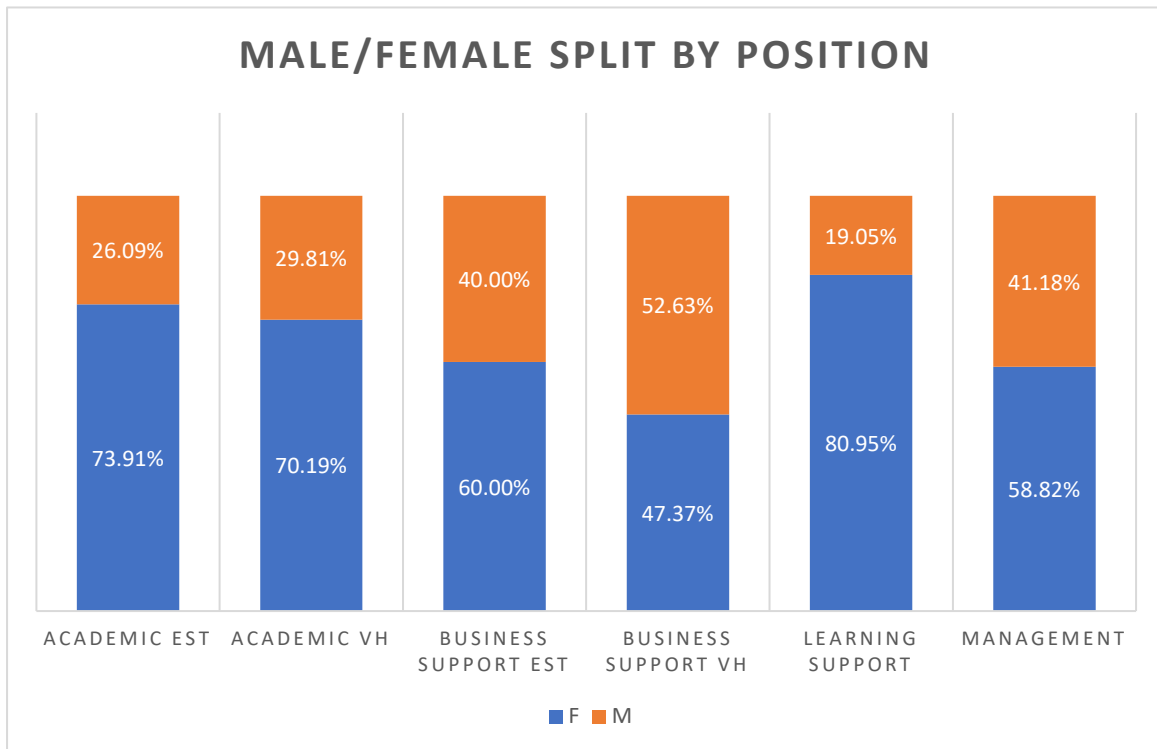


Diagram 5 Number of Male employees and Female employees in each quartile

Looking at the previous 2 years (Diagram 6 and Diagram 7) these levels have remained mostly consistent.

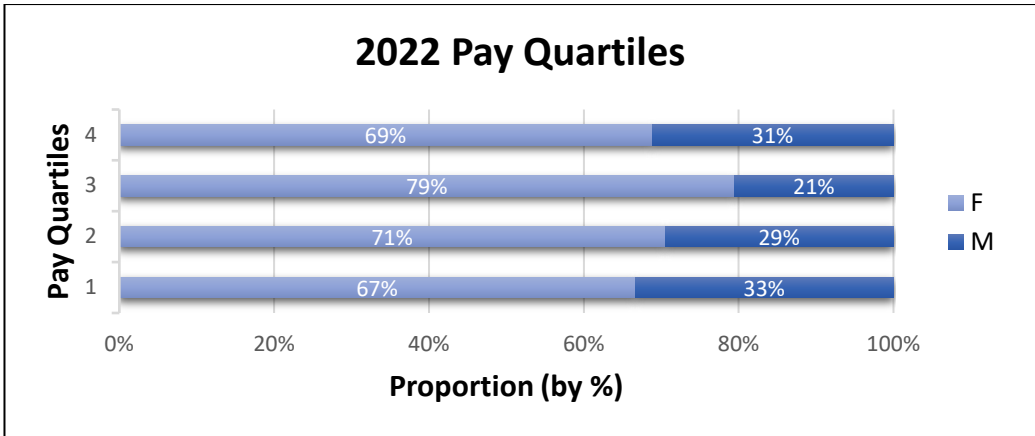


Diagram 6

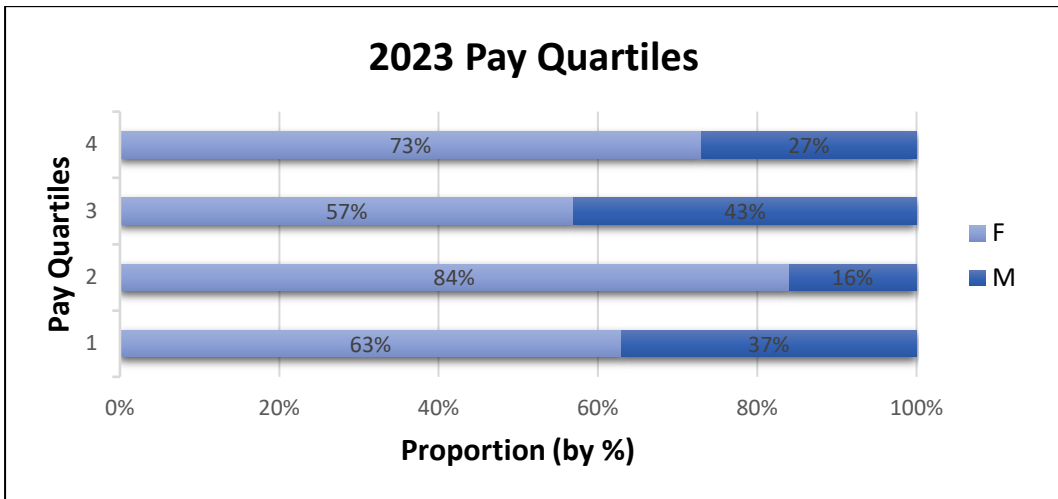


Diagram 7

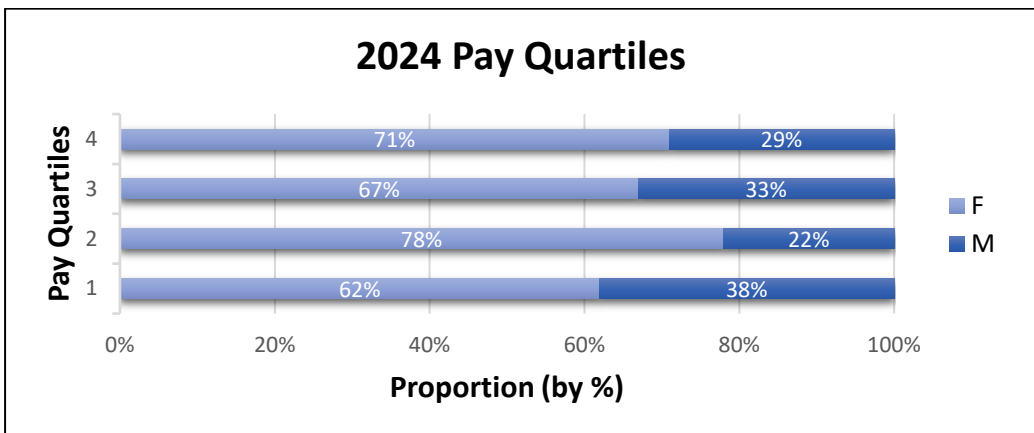


Diagram 8