

Gender, Disability and Ethnicity Pay Gap Report



2019-20

KIRKLEES COLLEGE

INTRODUCTION

Kirklees College is committed to the principles of equal pay in our on-going and unequivocal support of the wider principles of equality, diversity and inclusion in employment. The College fully understands its legal obligations in respect of the Equality Act (2010) and the public sector equality duty (section 149) and as such, opposes all forms of unlawful and unfair discrimination in respect of gender or any other protected characteristic, whether in terms of pay or otherwise. It is committed to providing a great place to work and study. This report is produced both in line with Kirklees College's legal obligations under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and its commitment to advancing equality of opportunity and ensuring fair treatment for the entirety of our workforce. The 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. The gender pay gap shows the difference in average pay between men and women.

BELONGING

For the purposes of this report, gender must be reported in a binary way, recognising only men and women, and we are unable to report non-binary or other identities in this report. We have used the terms 'gender', 'men' and 'women', although we understand that, for some people, this will be referring to their biological sex.

There are many people who do not fit into these binary categories and we are also aware that some people's gender identity does not align with the sex they were assigned at birth. We want all our employees to feel part of our KC community and feel comfortable to bring their whole self to work.

We commit to the following actions to help create a more inclusive workplace for trans and non-binary colleagues:

- **Encouraging the active use of clearly stated pronouns among colleagues.**
- **Providing visibility of trans and non-binary issues at a senior level.**
- **Addressing the current underrepresentation of trans and non-binary colleagues actively through recruitment.**

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- **Reviewing our existing policy and procedures that support colleagues going through gender transition, to ensure they are clear, safe and confidential.**
 - **Providing non-gender exclusionary bathroom facilities across all college sites.**

NOT JUST GENDER

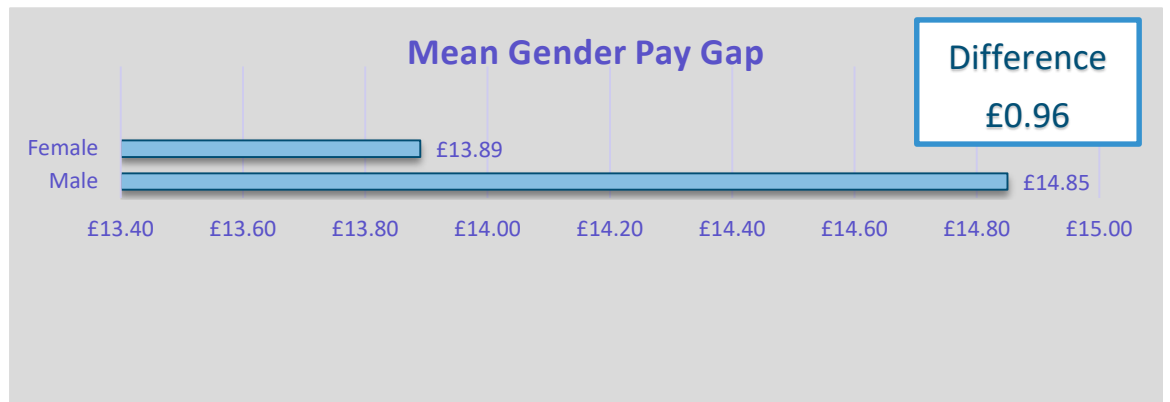
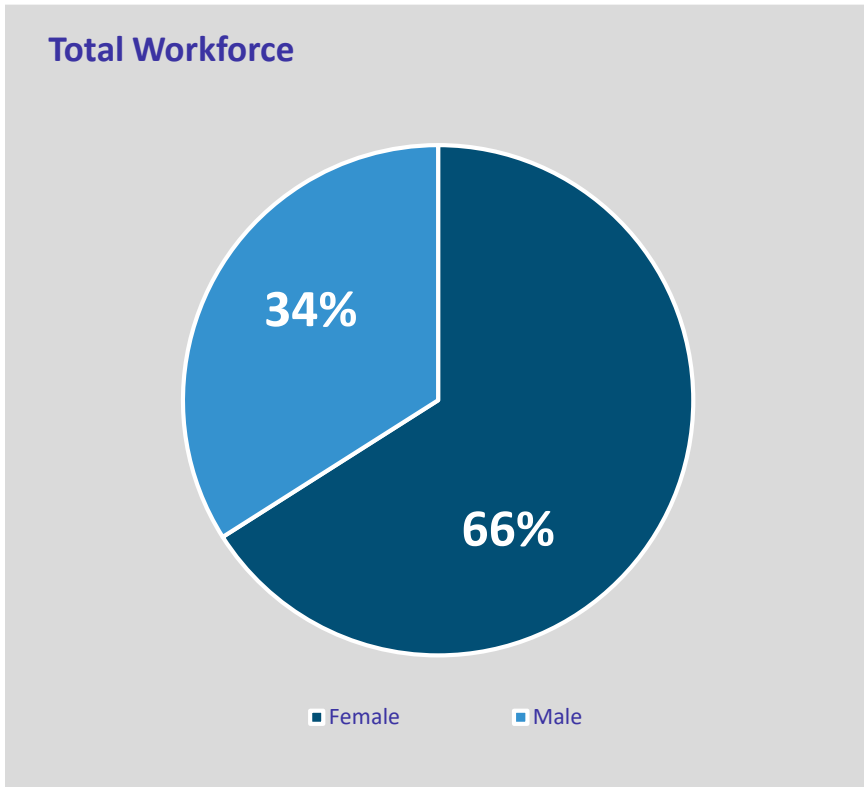
In January 2019 the UK government closed its consultation on ethnicity pay gap reporting and we anticipate this will become a new requirement alongside gender pay gap reporting in the future.

The College is committed to the principle of equal pay for work of equal value for all its employees. We believe that operating a fair, transparent and objective pay system is fundamental to sustaining wellbeing, success and organisational reputation. We have therefore chosen to publish voluntarily our ethnicity and disability pay gap data from this year onwards because we believe it's an important step towards ensuring our workforce is diverse, inclusive and fair for everyone. We are committed to transparency and want to identify and address the challenges for colleagues in BAME groups and our colleagues with disabilities.

As the College did not pay any bonus payments to staff in the 12 months preceding the snapshot date, the calculations pertaining to bonus pay gaps and payments are not applicable.

The information as detailed below is based on the snapshot date of 31st March 2020 and reflects the gender pay gap calculations as outlined in the regulations.

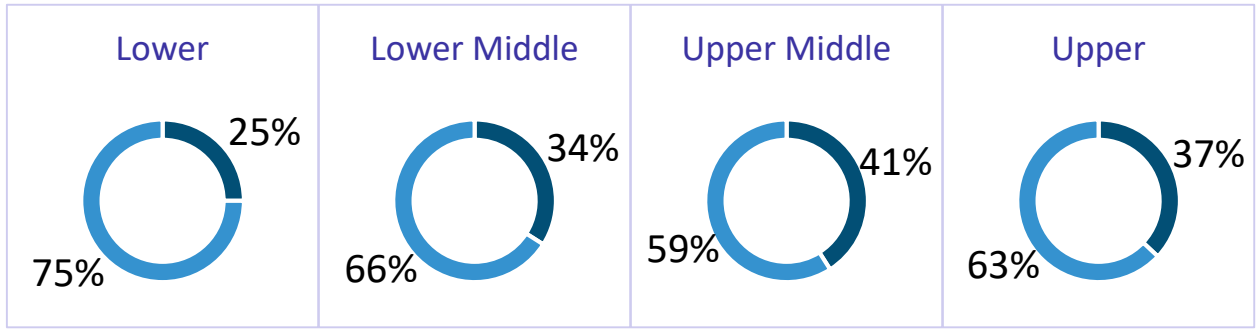
GENDER PAY GAP



	Mean (the average)	Median (the middle point)
2019 – 20	6%	17%
2018 – 19	4.6%	15%
2017 - 18	5.3%	15%

Hourly Pay Quartile Rates

Male ■ Female ■



The College’s mean gender pay gap, the difference between the average hourly pay of our male and female employees has increased to 6% from 4.6% last year. In real terms this shows that Male members of staff on average, get paid £0.96 more the female members of staff. This remains lower than the figure for the whole economy, which is 17.1% according to the October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures.

The College's median gender pay gap, the difference between the hourly pay of the median male and female employee has also increased from 15% last year to 17%, a difference of £2.59. This is, again, lower than that for the whole economy, reported at 17.9% according to the October 2018 ONS (ASHE) figures.

As with previous year's findings, these figures reflect the primarily female make-up of our workforce, which at the snapshot date was 66% compared to 34% male. This indicates a 2% decrease in our female members of staff and a 2% increase in our male members of staff from the previous year. These findings are also reflective of the high proportion of female staff in the lower salary quartile, which could be linked to the flexible nature of these roles, which are typically part-time and/or term-time only.

There fewer male employees in lower paid roles within the College, reflected in the salary quartile data above, where the lowest percentage of males is found in the lower quartile.

Analysis of variation by gender composition on the snapshot date shows that females make up the majority of our catering/refectory and cleaning staff. In many public sector organisations, catering and cleaning services are outsourced; however, the College chooses to retain these services in-house and as such, these roles are performed by College employees who are therefore included in the gender pay gap data.

The College's salary quartile data shows a higher proportion of female staff in each quartile, continuing to reflect our predominantly female workforce. The largest percentage of female staff is found in the lower quartile. This could be attributed to the more flexible nature of these roles which carry lower hourly rates of pay.

The lowest proportion of female employees is found in the upper quartile, which is the same as last year.

Analysis

There has been an increase in male members of staff over the previous 12-month period which has mainly impacted the middle quartiles. This, along with the pay award, would have increased the mean and median rates.

There has also been a decrease in females which has mostly impacted the upper-middle quartile.

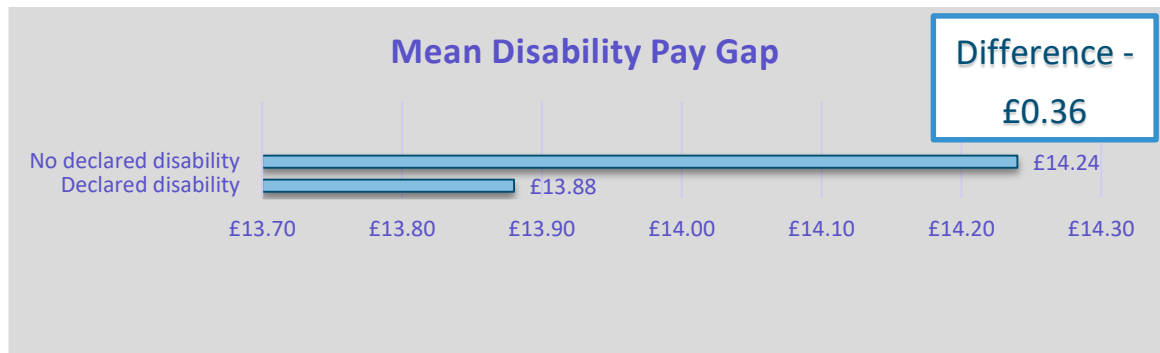
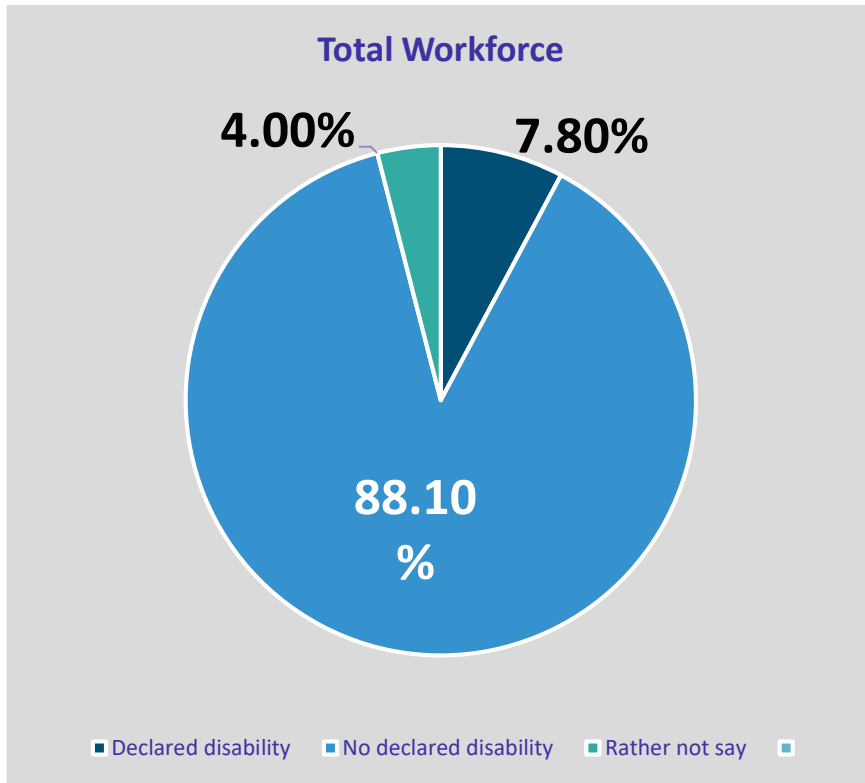
The increase in male staff and reduction in female staff could have resulted in the increase in the gap between the two genders.

Action

Reducing our gender pay gap is reliant on increasing the representation of male staff in lower-paid roles, thereby increasing the proportion of males in the lower and lower-middle salary quartiles and reducing the overwhelming proportion of females in these quartiles in equal measure.

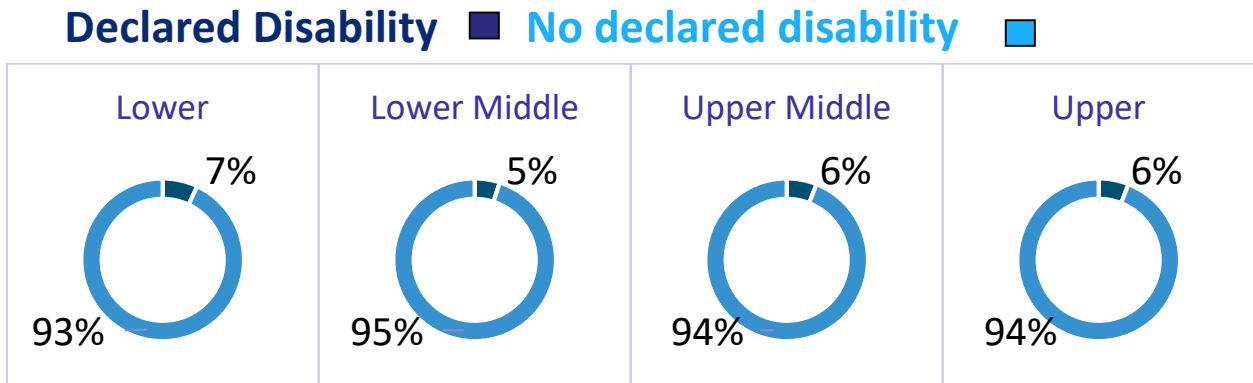
Whilst we will continue to ensure progression opportunities are accessible to all and will take positive action where there is under-representation, we continue to believe that female representation in senior and management roles is not a pressing area of development for the College.

DISABILITY PAY GAP



	Mean (the average)	Median (the middle point)
2019 – 20	3%	-1%
2018 – 19	Unknown	Unknown
2017 - 18	Unknown	Unknown

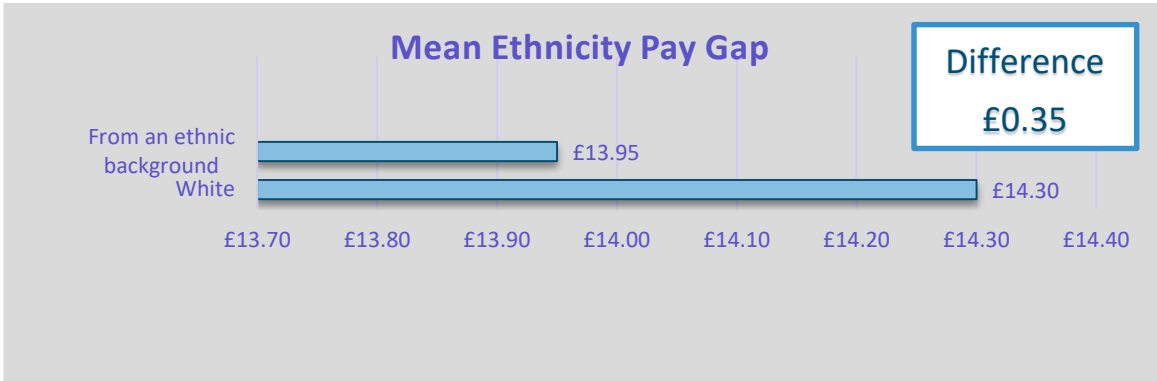
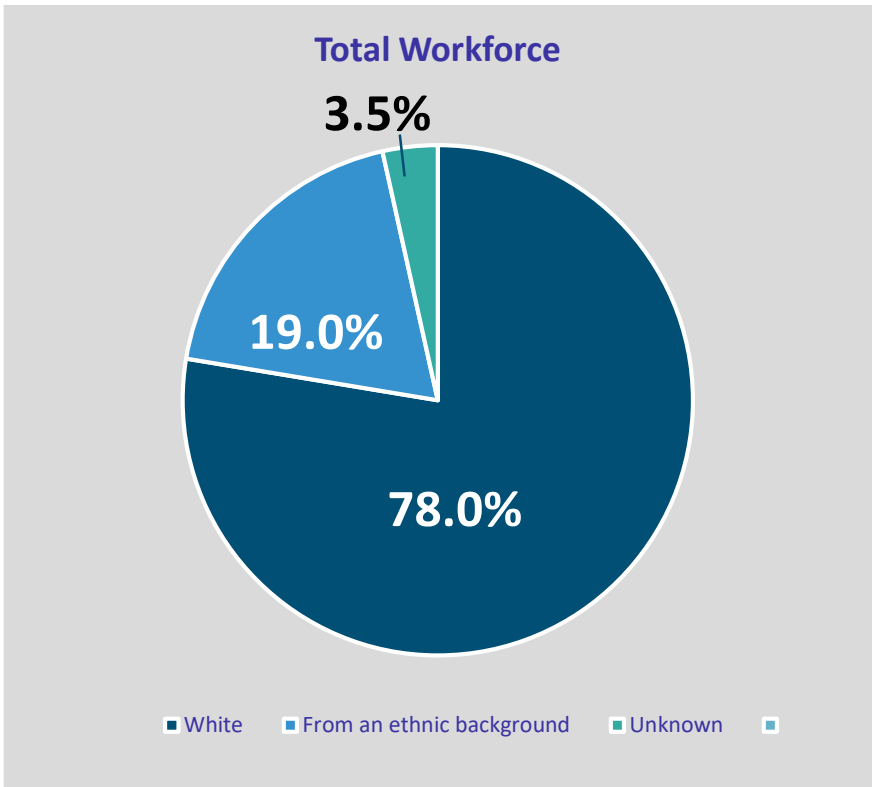
Hourly Pay Quartile Rates



Commentary

It is pleasing to see that the pay gap between those members of staff who declare a disability and those that don't is so low, the mean difference shows that those staff declaring a disability are paid £0.36 less than those who don't declare disability, while the median gap shows they are paid £0.12 more. Ensuring that we continue to support, staff and candidates in succeeding at Kirklees College remain a priority and we the work with our external partner continues in order to maintain the positive position.

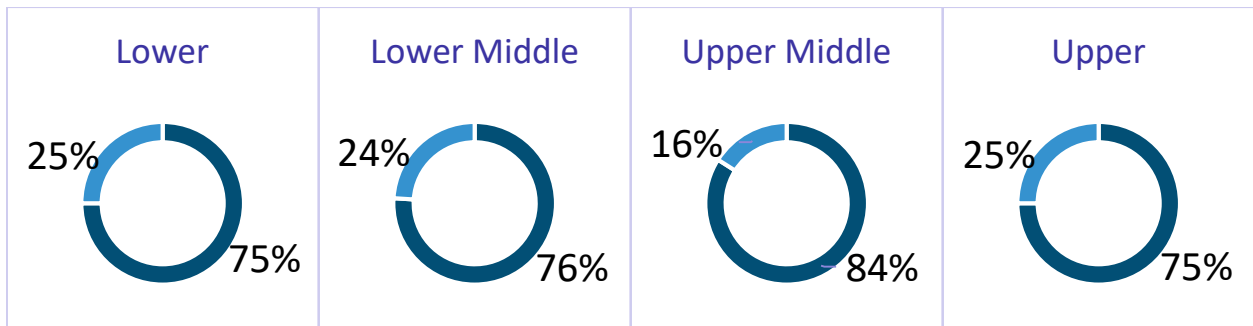
ETHNICITY PAY GAP



	Mean (the average)	Median (the middle point)
2019 – 20	2%	11%
2018 – 19	Not known.	Not known
2017 - 18	Not known.	Not known

Hourly Pay Quartile Rates

White ■ **From an ethnic background** ■



Working to close the ethnicity pay gap

As stated in the introduction, we have calculated the difference in average pay between white and BAME staff. However, it is important to note that the government does not yet require organisations to publish this data, and have yet to publish their methodology. We have chosen to do this in order to be open and transparent about our current position and work towards closing the gap.

It is difficult to measure ourselves against other organisations as so few choose to publish this data, however initial research indicates that the college's current ethnicity pay gap compares relatively favorably with other organisations who are choosing to publish.

We will continue to work hard to understand where the gap lies and put plans in place to address this. We know that we need to focus on the recruitment of BAME members of staff into senior positions in college to both represent our student population and our local community.