



GENDER, DISABILITY AND ETHNICITY PAY GAP REPORT

2020-21



Introduction

We are committed to the precept of equal pay in our ongoing and unequivocal support of the wider principles of equality, diversity and inclusion in employment. We fully understand our legal obligations in respect of the Equality Act (2010) and the public sector equality duty (section 149) and as such, oppose all forms of unlawful and unfair discrimination in respect of gender or any protected characteristic, whether in terms of pay or otherwise.

We are committed to providing a great place to work and study. This report is produced both in line with our legal obligations under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and it's our commitment to advancing equality of opportunity and ensuring fair treatment for the entirety of our workforce. The equality pay gap is different from equal pay. Equal pay deals with the pay differences between protected groups who carry out the same jobs, similar jobs or work of equal value, e.g. men and women. The equality pay gap shows the difference in average pay between these groups.

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

As such, we:

- utilises objective pay spines to establish particular salaries for particular roles.
- only uses recruitment difficulty supplements where the job market dictates the need to do so to facilitate recruitment of good and outstanding staff members.

We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather it is the result of the roles in which men and women work and the salaries those roles attract. It should be noted that within the College there are curriculum areas that are more difficult to recruit to than others, and this is reflective of the position nationally. Such areas include Engineering and Construction, where in order to recruit successfully we are obliged to provide a salary enhancement to attract suitably skilled individuals. Hard to recruit to roles predominantly attract male applicants and again this is reflective of gender imbalances that exist in these areas nationally. The College actively encourages women to apply for jobs in what are still perceived to be traditionally male roles, and vice versa.

Gender Pay Gap Explained

Gender pay gap legislation was introduced in the UK in 2017 and requires any organisation with over 250 employees to publish their pay gap. We proudly share our information which enables us to address and act on the findings of our report; as well as meeting our statutory requirements.

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.

The report is a measure that shows the difference in average earnings between those that identify as men and women across our workforce regardless of the role they do. It is calculated using average pay quartiles:

- **Mean: pay expressed as an average**
- **Median: mid-point of pay**

Our pay gap report details several data sets, as required in the legislation.

- **Hourly pay – Mean and Median**
- **Bonus Pay – Mean and Median**
- **Proportion of genders receiving a bonus payment**
- **Proportion of genders in each pay quartile**

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.

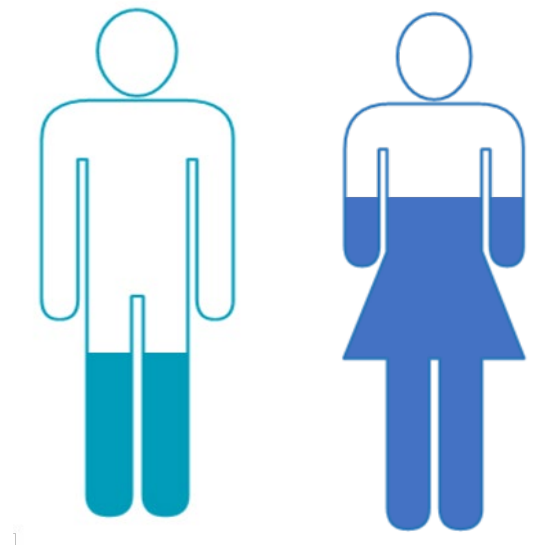
Our Organisation

We have a workforce made up of business support and curriculum across seven centres that make up our vibrant campuses. 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.

Using the date of the gender pay gap report of 31st March 2021, we had the following:

Male: (34%)

Female: (66%)

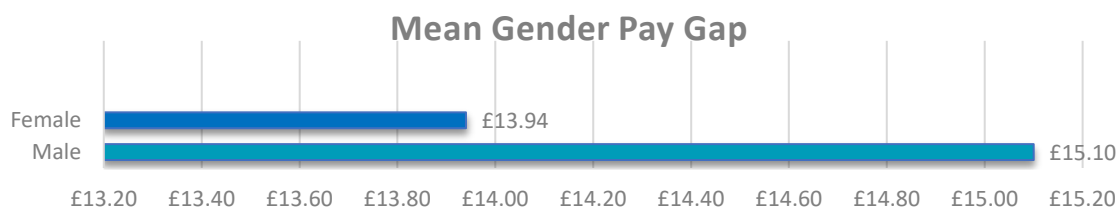


The information as detailed is based on the snapshot date of 31st March 2021 and reflects the gender pay gap calculations as outlined in the regulations.

Gender Pay Gap Report – Hourly pay

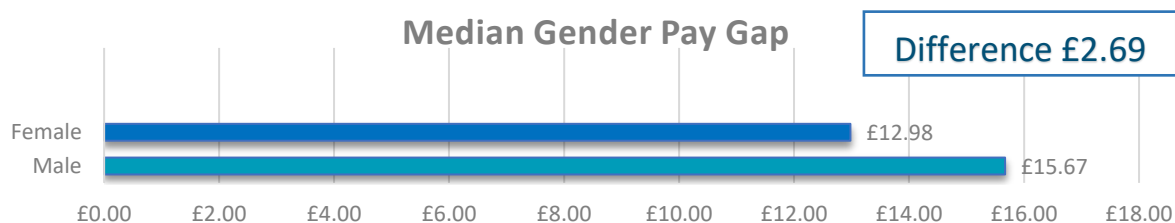
The snap shot date to calculate our Gender Pay Gap was 31st March 2021. The data tells us that our gender pay gap is as follows:

Hourly Pay - Mean



The mean gender pay gap for the whole economy (according to the October 2021 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 11.9%. Our mean gender pay gap has increased to 8% from 4.6% last year but is still lower than the whole economy. In real terms this shows that Male members of staff on average, get paid £1.16 more the female members of staff.

Hourly Pay - Median



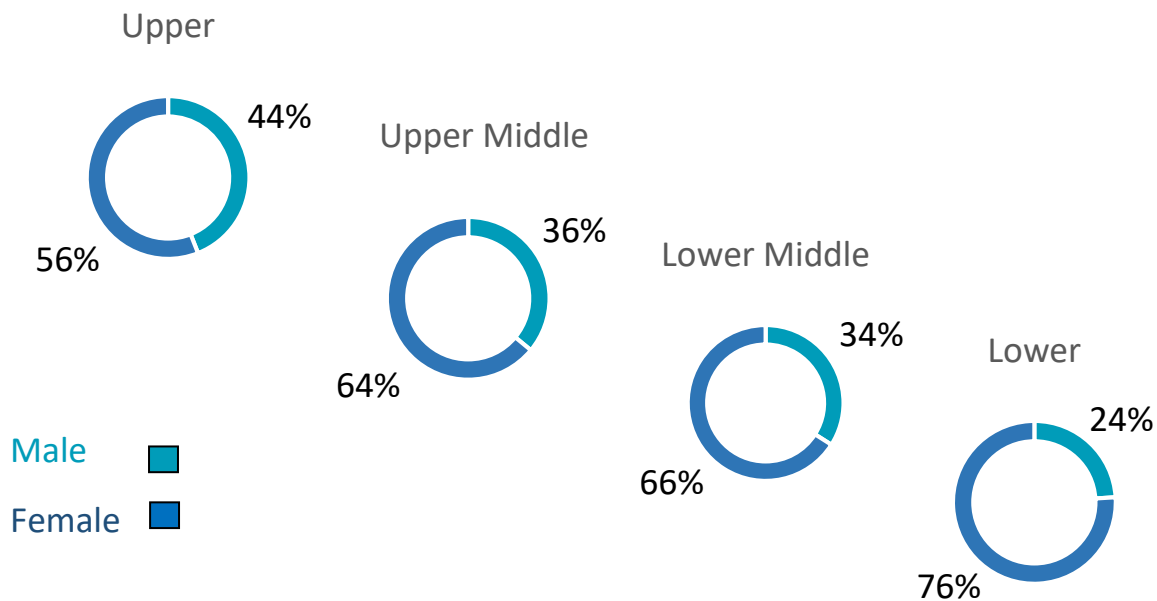
Our Median gender pay gap, has also increased from 15% in 2020 to 17% in 2021, which is higher than the whole economy (7.9% according to the October 2021 ONS ASHE figures).

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, typically part-time and/or term-time only.

There are 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.

Hourly Pay – Quartile



Our salary quartile data shows a higher proportion of female staff in each quartile, continuing to reflect our mostly female workforce. The largest percentage of female staff is found in the lower quartile, an area where roles are predominantly catering assistants, cleaners, support workers, and invigilator workers.

This could be attributed to the more flexible nature of these roles which carry lower hourly rates of pay which are traditionally covered by females due to child care responsibilities.

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

Since the last report we have seen a small change in the upper quartile with the introduction of a male Principle/CEO taking over from a female which resulted in a small shift from 37% (2019/20) to 44% of males within this section.

	Mean (the average)	Median (the middle point)
2020 – 21	8%	17%
2019 – 20	7%	19%
2018 – 19	4.59%	15%

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 compared to the 2019-20 figures.

We have reviewed the pay rates within the lower quartiles and considered the national AoC recommendations of the living wage which will be reflective in the 21/22 Pay Report.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles which have different salaries due to non-discriminatory factors.

Bonus Pay Gap – Gender

Bonuses were paid in equal amounts to two individuals (1 male, 1 female) for a very specific project, it is not anticipated that this would be an ongoing annual payment.

Action

Rather than increase the number of females in the higher paid roles, it is evident that to reduce our gender pay gap we would need to increase the representation of male staff in lower paid roles, thereby increasing the proportion of males in the lower and lower-middle salary quartiles, 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. At present our Senior Leadership Team is made up of 7 females and 3 males whilst the Exec is made of 3 males and 3 females.

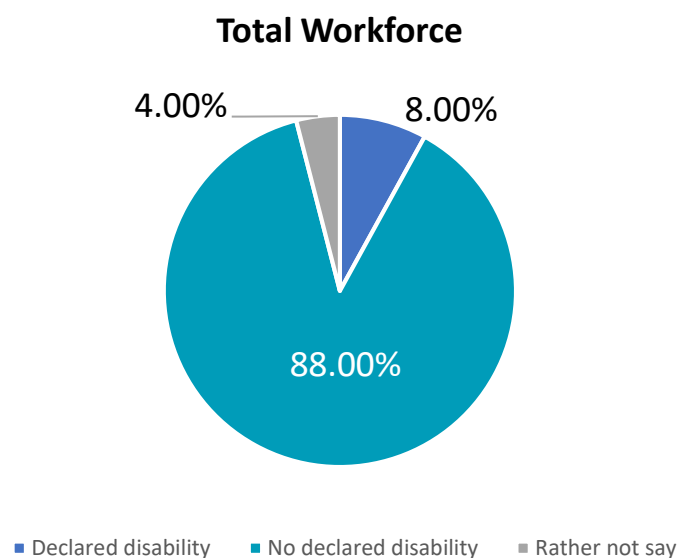
The College will prioritise the following areas for action over the next 12 months:

- to continue to review and analyse the College recruitment and career progression opportunities;
- Promote traditional male dominated areas (specifically STEM) to females.
- where appropriate, encourage both males and females to consider family friendly and flexible working policies;
- continue to encourage staff at all levels to participate in formal job training opportunities;
- continue to ensure staff have the opportunity to discuss their development opportunities.
- Further review of pay at the lower pay scales (living Wage).

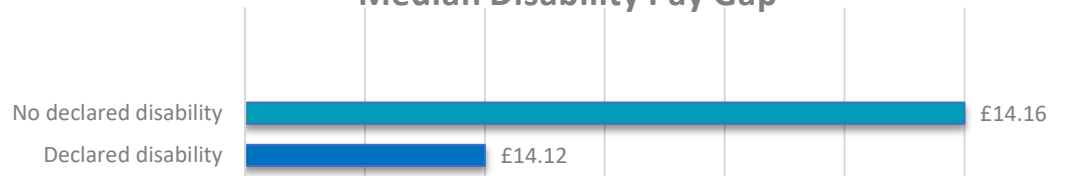
Not Just Gender

In January 2019 the UK government closed its consultation on ethnicity pay gap reporting and it is anticipated 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. Therefore, in 2021 we chose to publish, voluntarily, our ethnicity and disability pay gap data each year from then onwards. We do this 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.

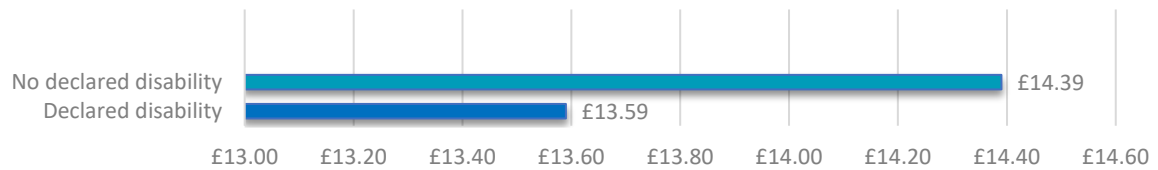
Disability Pay Gap



Median Disability Pay Gap

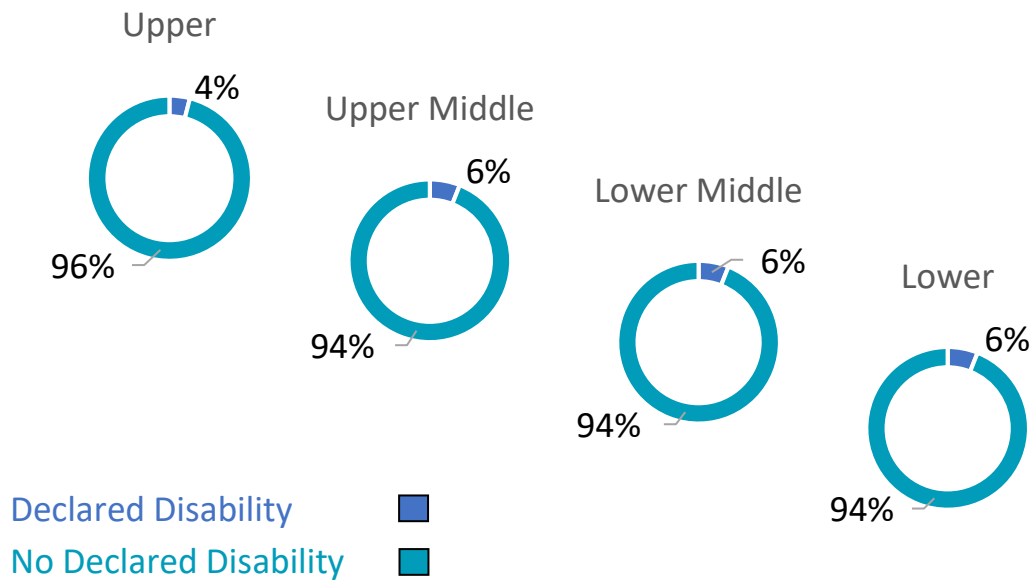


Mean Disability Pay Gap



	Mean (the average)	Median (the middle point)
2020 - 21	6%	0.3%
2019 - 20	3%	-1%
2018 - 19	Unknown	Unknown

Hourly Pay Quartile Rates

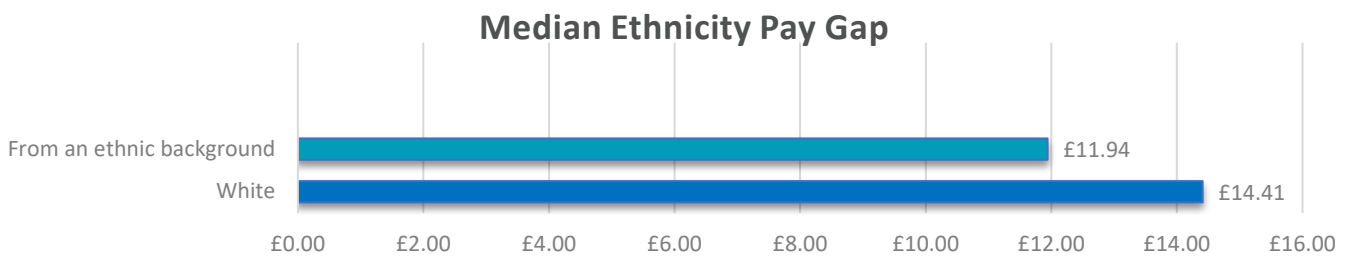
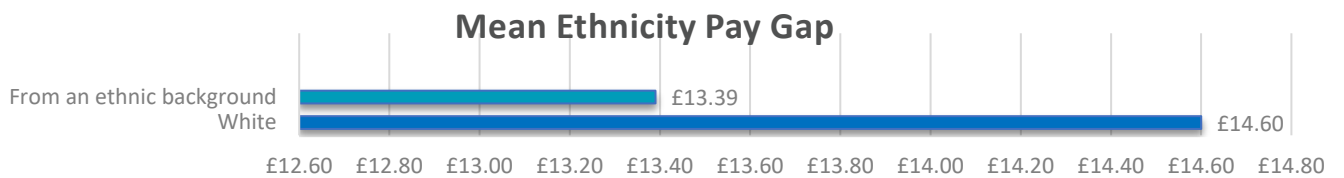
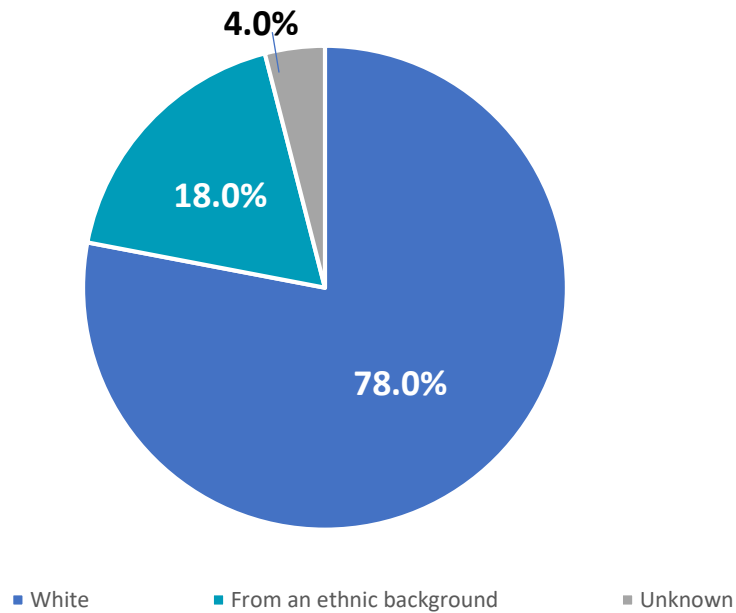


Analysis

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 remains a priority in order to maintain the positive position.

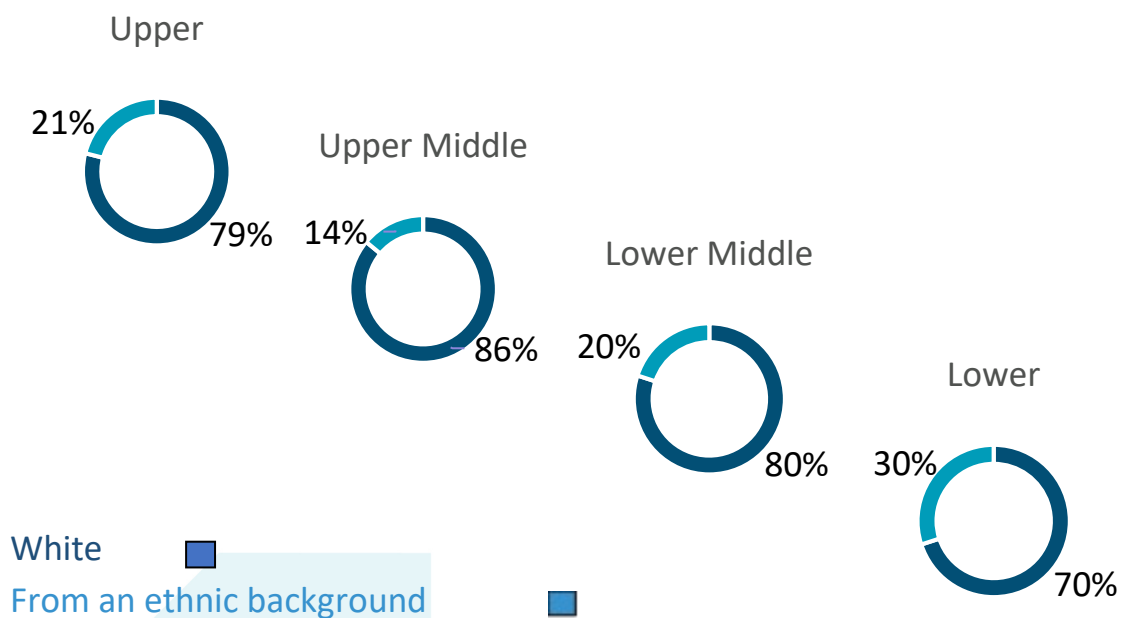
Ethnicity Pay Gap

Total Workforce



	Mean (the average)	Median (the middle point)
2020 - 2021	8%	17%
2019 - 20	2%	11%
2018 - 19	Unknown	Unknown

Hourly Pay Quartile Rates



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 our current ethnicity pay gap compares relatively favourably with other organisations who are choosing to publish.

We are not satisfied with this position and 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. In order to do this, we are currently reviewing our full 360-degree recruitment process from advertising, application to interview and onboarding to ensure we are reaching our local communities and becoming an inclusive employer.

We are committed to the Black Further Education Leadership Group (BFELG) and actions inline with the BFELG's 10 Point Plan which comprises a set of proposals that will level up opportunities for students, staff and communities. This further supports our work and College actions with the Student Commission for Racial Equality.