



# GENDER, DISABILITY AND ETHNICITY PAY GAP REPORT

2021-2022



## Introduction

We are committed to building a diverse and inclusive workforce that is representative of our student population and local community. We fully understand our legal obligations in respect of the Equality Act (2010) and oppose all forms of unlawful and unfair discrimination in respect of gender or any protected characteristics, whether in terms of pay or otherwise.

We will play an important role in the West Yorkshire region, working to reflect its rich diversity by being an employer of choice due to our excellent culture in which to work and learn.

This is reflected in our values:



## Context

We will advance equality of opportunity and ensure fair treatment. Although this report is produced in line with our legal obligations, we consider it an invaluable tool to assess the level of gender equality among our workforce, the balance of male and female employees at different pay grades, and how effective we are at recognising, nurturing and rewarding talent.

The 'gender pay gap' is different from equal pay. Equal pay means that men and women in the same employment performing the same or broadly equivalent work must receive equal pay, whereas the gender pay gap is a measure of the difference between men and women's average earnings within an organisation, across a sector, or across the whole labour market. It is expressed as a percentage of men's earnings. Failing to provide equal pay to employees is unlawful, while having a gender pay gap is not.

We are strongly 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 status 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:

- utilise objective pay spines to establish particular salaries for particular roles
- only use recruitment difficulty supplements where the job market dictates the need to do so to facilitate recruitment of suitably qualified and high performing staff members

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 qualified and skilled individuals. The pool of potential applicants for many of our hard to recruit to roles is predominantly male, which reflects gender imbalances that exist in the workforce nationally. The college actively encourages women to apply for jobs in what are still perceived to be traditionally male roles, and vice versa.

The UK Parliament has stated that, in 2020 and 2021, gender pay gap data was subject to uncertainty and should be treated with caution. It encourages users to focus on long-term trends rather than year-on-year changes. This was largely due to the Covid-19 pandemic where the composition of the workforce was affected and impacted by the furlough scheme.





## 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. 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.

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**

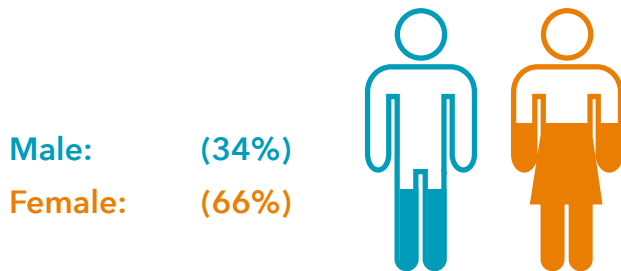
Our pay gap report details several data sets, as required in the legislation.

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

## Our KC Community

We have a workforce made up of business support and curriculum across seven centres that make up our vibrant campus. As with previous years' 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 1% increase in our female members of staff and a 1% decrease in our male members of staff from the previous year. Year-on-year this is a static differential due to the demographic of our staff workforce.

Using the date of the gender pay gap report of 31 March 2022, we had the following:



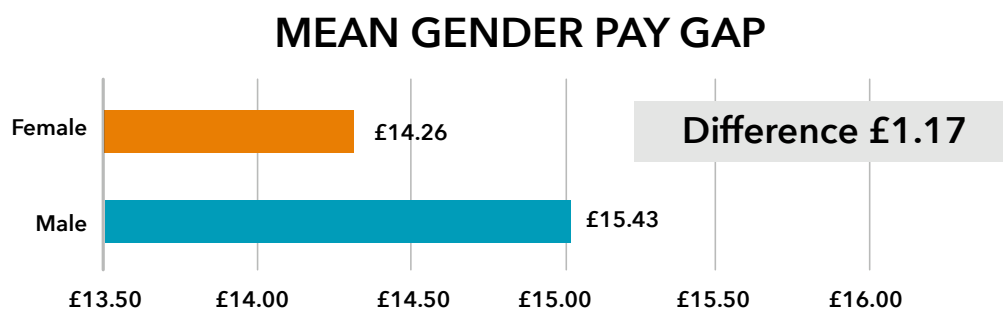
*The information as detailed is based on the snapshot date of 31 March 2022 and reflects the gender pay gap calculations as outlined in the regulations.*

## Gender Pay Gap Report - Hourly pay

The snapshot date to calculate our Gender Pay Gap was 31 March 2022.

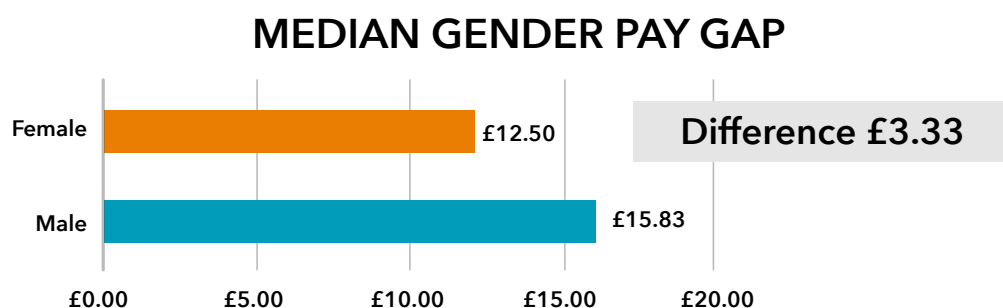
The data tells us that our gender pay gap is as follows:

### Hourly Pay - Mean



The mean gender pay gap for the whole economy (according to the October 2022 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 8.3%. Our mean gender pay gap has remained the same at 8%; this is slightly lower than the whole economy. In real terms this shows that male members of staff, on average, get paid £1.17 more than female members of staff.

### Hourly Pay - Median





Our median gender pay gap, has increased from 17% in 2021 to 21% in 2022, which is higher than the whole economy (9.71% according to the October 2022 ONS ASHE figures).

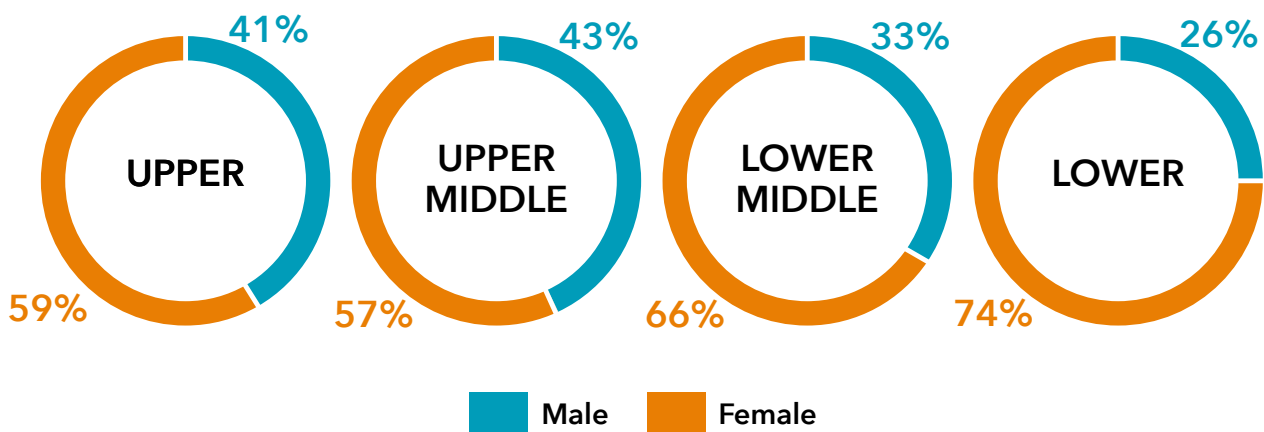
These findings are reflective of the high proportion of female staff in the lower salary quartile, which could be linked to the flexible nature of these roles, typically part-time and/or term-time only.

There are fewer male employees in lower paid roles within the college; this is reflected in the salary quartile data above where the lowest percentage of males is found in the lower quartile.

The pay gap has increased since 2021. At the end of the Covid-19 lockdown, we had to heavily recruit into support worker roles to enable our SEND students to return. There was also a need to recruit on a large scale to campus support and catering roles, due to the college becoming fully operational in 2022 following the pandemic and those additional roles tended to fall within the lower salary quartile. On the whole, female colleagues were recruited into these roles which could account for the higher percentage range for the median this year.

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



The quartiles have remained similar from reporting these figures last year. The only real change is that there has been a slight increase from 56% to 59% of females within the upper quartile.

Our salary quartile data shows a higher proportion of female staff in each quartile, continuing to reflect our mostly female workforce. As identified above, 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. The lowest proportion of female employees is found in the upper middle quartile, which was found in the upper quartile last year.

	Mean (the average)	Median (the middle point)
2021-22	8%	21%
2020-21	8%	17%
2019-20	7%	19%

## Analysis

There has been a small increase in male members of staff over the previous 12-month period which has mainly impacted the middle quartiles. This, along with a pay award all staff received, 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 2021/22 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

No bonuses were paid during the snapshot period.

## Taking Action

Reducing our pay gap is reliant on increasing the representation of male staff in lower paid roles and reducing the proportion of females in equal measure. There are no immediate concerns for action as we feel as an employer we are meeting the needs of our local community by providing secure, family friendly low skilled jobs with generous employee benefits. In areas where we have to pay more to attract applicants which tend to be male such as STEM, or difficult to recruit roles in Construction, we realise it is ambitious to recruit women from industry when we struggle to attract any applicant regardless of gender. Ideally changemakers can action and change this imbalance in future.

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 the time of the snapshot data collected (March 2022) the Senior Leadership Team was made up of 7 females and 3 males whilst the Exec is made of 3 males and 3 females.

The college is committed to improving the gender pay gap and will prioritise the following areas for action over the next 12 months:

- We plan to provide safer recruitment training to all our managers to ensure fair recruitment processes and address unconscious biases that exist
- We will ensure perceived barriers are removed at all levels to allow for progression whilst ensuring that the best person for the role is appointed regardless of gender
- We will consider and aim to have a diverse panel at shortlisting and interviewing
- We will continue to conduct outreach work in our community by attending recruitment fairs which attract diverse talent and continue to be an inclusive employer
- Where appropriate, we will encourage both males and females to consider family friendly and flexible working policies
- Further review of pay at the lower pay scales (Living Wage)

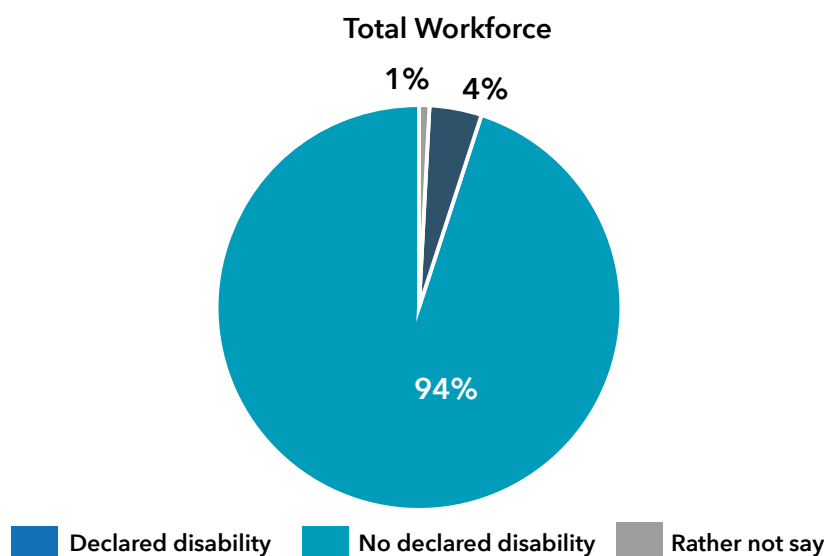




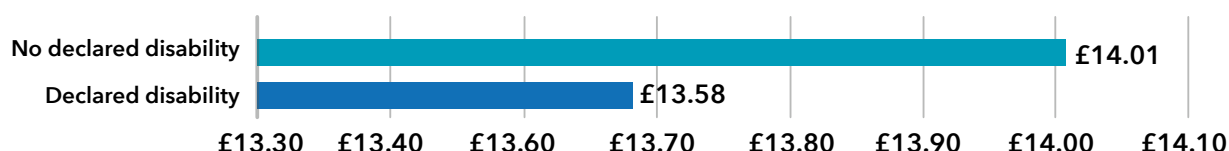
## Not Just Gender

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 and our strategic aim is to provide equal opportunities to all staff from all backgrounds. 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 voluntarily publish our ethnicity and disability pay gap data each year from then onwards. We did 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 ethnic minority groups and our colleagues with disabilities.

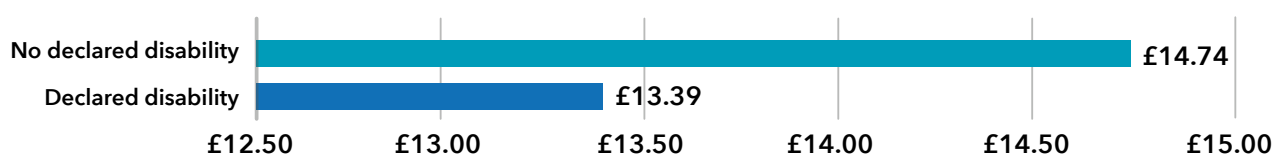
## Disability Pay Gap



### Median Disability Pay Gap

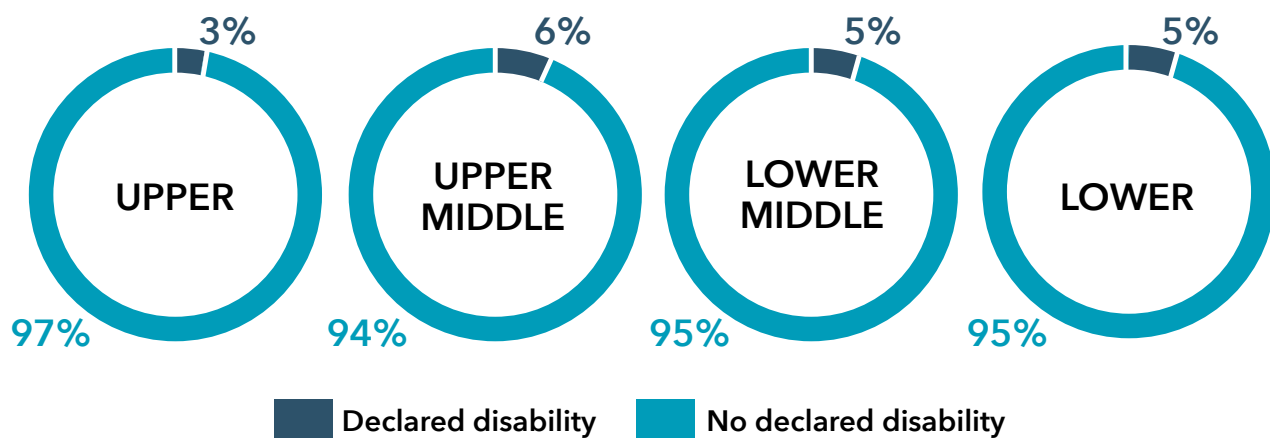


### Mean Disability Pay Gap



	Mean (the average)	Median (the middle point)
2021-22	9%	3.1%
2020-21	6%	0.3%
2019-20	3%	-1%

### Hourly Pay Quartile Rates

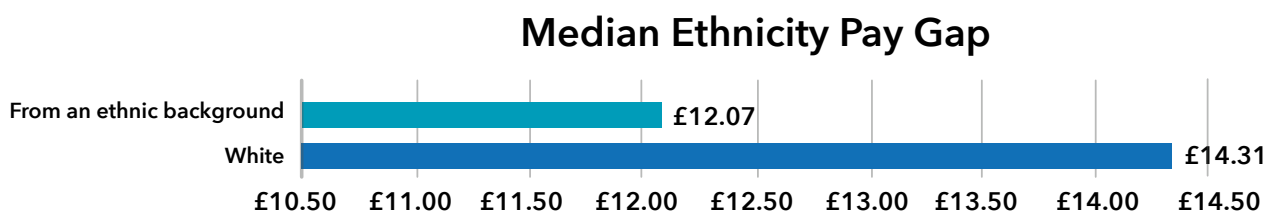
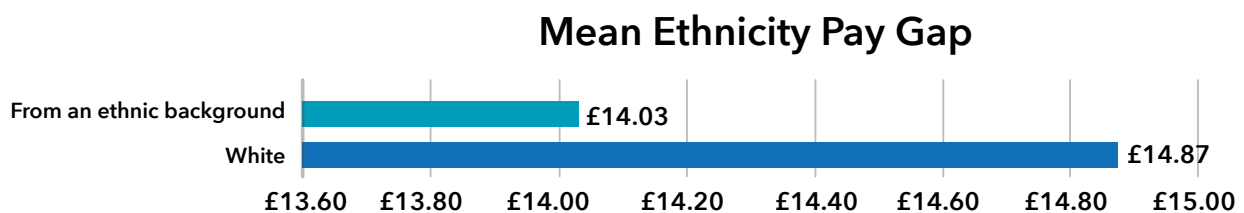
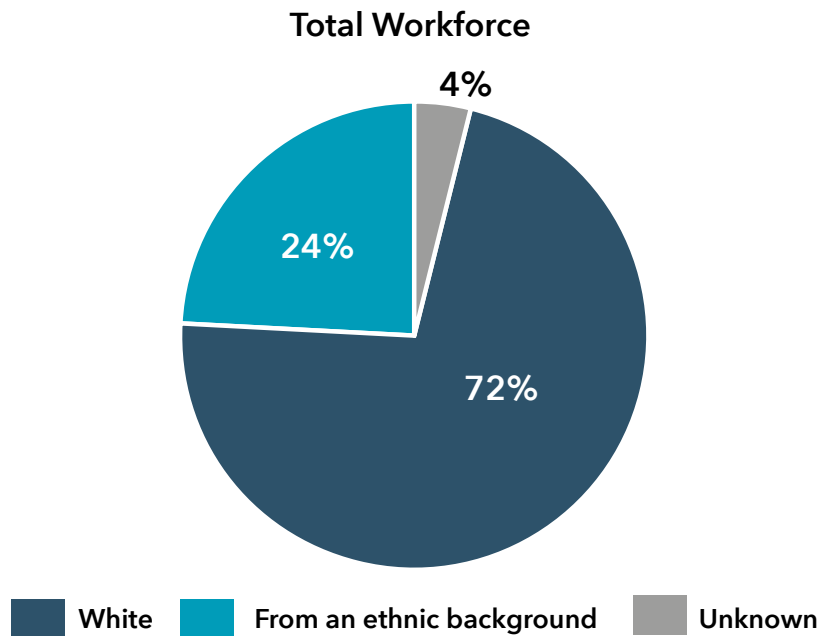


## Analysis

The pay gap between those members of staff who declare a disability and those that don't has increased slightly from the previous year. The mean difference shows that those staff declaring a disability are paid £1.35 less than those who don't declare disability, while the median gap shows they are paid £0.43 less. The median disability pay gap as stated by the ONS for 2021 was 13.8% so we are significantly smaller than national reporting.

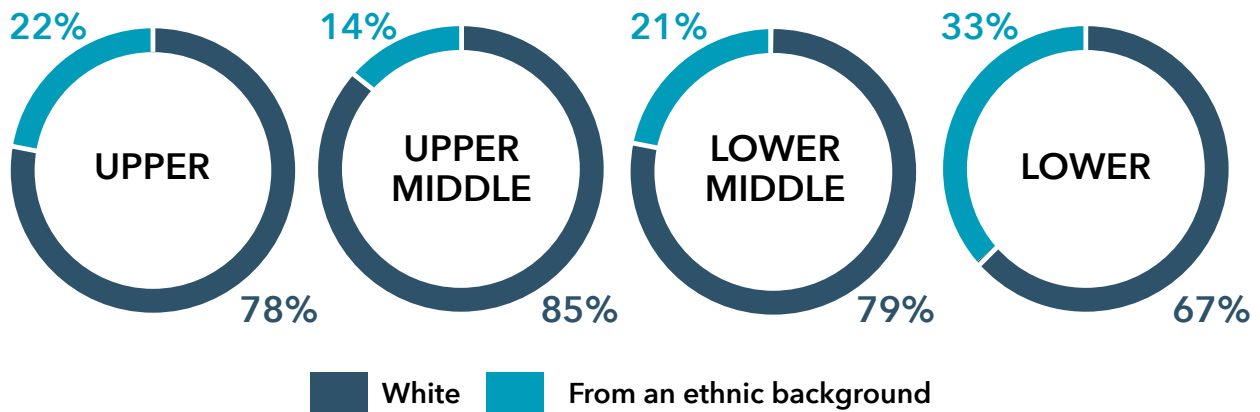
Ensuring that we continue to support staff and candidates in succeeding at Kirklees College remains a priority in order to improve this position in our next reporting year.

## Ethnicity Pay Gap



	Mean (the average)	Median (the middle point)
2021-22	6%	16%
2020-21	8%	17%
2019-20	2%	11%

## Hourly Pay - Quartile



## Working to close the ethnicity pay gap

As stated in the introduction, we have calculated the difference in average pay between white staff and those from ethnic minorities. 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 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 will continue to work hard to ensure our colleagues and local community understands the value of a restorative, anti-racist and trauma aware college. We know that we need to focus on the recruitment of under-represented members of staff into senior positions in college to both represent our student population and our local community. In order to do this, we will actively promote vacancies to minority sections of our community and consider positive actions in our recruitment processes.

We have partnered with the Black Further Education Leadership Group (BFELG) and actions in line 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 the work we do as a college with the Student Commission for Racial Equality.

