

GENDER, DISABILITY AND ETHNICITY PAY GAP REPORT

2022-2023







Executive Summary:

Kirklees College Gender Pay Report 2023

Introduction: This executive summary presents an overview of Kirklees College's Gender Pay Report for the year 2023, in compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations. The report aims to provide a comprehensive analysis of gender pay differentials within our organisation.

Key Findings:

1 Overall Gender Pay Gap:

- The median gender pay gap at Kirklees College is 18%, indicating the difference in median hourly earnings between male and female employees. This figure reflects positive progress compared to the 2022 report.

2 Bonus Pay Gap:

- Notably, Kirklees College made no bonus payments during the reporting period. This transparency contributes to a more accurate representation of gender pay gaps.

3 Proportion of Male and Female Employees in Pay Quartiles:

- An analysis of pay quartiles reveals the distribution of male and female employees across different salary bands within the organisation. This breakdown offers insights into the representation of each gender at various pay levels.

Contextual Analysis: Factors such as occupational segregation, working patterns and representation in senior leadership roles have a part to play in the reasons behind the current pay gap reporting.

Action Plans: Kirklees College has already implemented or reviewed current strategies in order to reduce the pay gap. This includes initiatives related to recruitment, training, promotion and flexible working arrangements.

Conclusion: To summarise, Kirklees College is making strides in closing the pay gap among male and female employees, demonstrating a commitment to fostering a diverse and inclusive workplace. We have implemented proactive measures and achieved noteworthy progress in addressing gender pay disparities. While acknowledging the challenges associated with sector-specific and broader societal issues, we are committed to making a meaningful impact and actively pursuing continuous improvement.

This executive summary provides a concise overview of Kirklees College's Gender Pay Report. For a more detailed analysis and breakdown of the data, please refer to the full report.



Introduction

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's and women's average earnings within an organisation, across a sector or across the whole labour market.

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.

Kirklees College is 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, whether in terms of pay or otherwise.

Our values of kindness, unity and excellence guide our approach to creating an environment where every individual, regardless of gender or protected characteristics, is not only treated fairly but actively encouraged and supported to thrive. By embodying kindness, unity and excellence, we actively promote a workplace where everyone is valued and treated fairly, as we work together to create opportunities for our students and community which positively change lives.





Why Gender Pay Gap Reporting Has Been Introduced?

As well as the moral case for making access to work and progression opportunities a more equal business, the economic benefits of closing the gap are considerable and, because of this, the government considers that the rate of progress is too slow and has committed to closing the gap within a generation. Gender pay gap reporting is one way of fulfilling that commitment.

The pay transparency made available by gender pay gap reporting helps to highlight the societal drivers of inequality, such as occupational segregation (the distribution of workers within occupations, based upon demographic characteristics) or the unequal distribution of family responsibilities.

The benefits of closing the gender pay gap



CIPD, 2023





The Causes of Gender Pay Gap

In our broader societal context, a gender pay imbalance persists, with men, on average, earning higher wages than women.

This incremental decline over the years signifies a positive trend, albeit gradual, towards narrowing the gender pay gap. The persistent efforts to address this issue on a societal level are contributing to this positive change.

According to the Office for National Statistics (ONS), the mean gender pay gap has been a focal point of examination over the last decade. As of April 2023, the mean gender pay gap stands at 7.7%. Notably, this reflects a decrease from the previous year when the gap was reported at 8.3%.



CIPD, 2023



A gender pay gap usually occurs due to one of these factors:

Caring Responsibilities: Examining caring responsibilities reveals a notable gender disparity with women constituting 51% of the population but representing 58% of carers, as reported by the Chartered Institute of Personnel and Development (CIPD). This disproportionate burden of caregiving contributes to a higher percentage of women engaging in part-time work, often associated with lower pay. This, in turn, plays a significant role in the widening of the gender pay gap.

Occupational Segregation: The occupational landscape continues to be marked by segregation both across different professions and within organisational structures. Women are more likely to be concentrated in lower-skilled positions, further exacerbating the gender pay gap. This trend is reflected in the underrepresentation of women in senior, high-paying roles, signalling a need for more concerted efforts to address occupational imbalances and promote diversity at all levels.

Pay Discrimination: The issue of pay discrimination persists in instances where biases and corporate cultures contribute to gender-based pay inequality. It is imperative to recognise and rectify these instances, fostering an environment where all employees, regardless of gender, are remunerated fairly for their contributions. Addressing pay discrimination is a crucial step toward achieving greater gender equality within the organisation.

Gender Pay Gap Regulations Explained

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 staff 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 67% compared to 33% 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.

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 data as detailed is based on the snapshot date of 31 March 2023 and reflects the gender pay gap calculations as outlined in the regulations.

Gender Pay Gap

	2021	2022	2023
Mean Gender Pay Gap %	8%	8%	9%
Median Gender Pay Gap %	17%	21%	18%

Hourly Pay – Quartile

Year	2021		2022		2023	
	Male %	Female %	Male %	Female %	Male %	Female %
Lower	24	76	26	74	25	75
Lower Middle	34	66	33	67	31	69
Upper Middle	36	64	43	57	34	66
Upper	44	56	35	65	42	58



Bonus Pay Gap – Gender

No bonuses were paid during the snap shot period.

Gender Pay Disparity: Analysis

When analysing our mean and median hourly rates of pay, our female staff receive £14.50 per hour, while their male counterparts receive £15.89 per hour. Importantly, this does not mean staff are paid unequally, it means we have a higher proportion of females employed within lower skilled roles – roles which are within our lower earning quartiles.

Currently, our median pay gap stands at 18%, a decrease of 3% when compared to the previous year. Meanwhile, our mean gender pay gap is at 9%, a figure slightly higher than the broader economy's 7.7%, as reported by the Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures. Our mean gender pay gap only differs by 1.3%, when compared with the national average.

When compared to other colleges in similar demographic areas, our pay gap is less, on average, by 4%. ONS states that the gender pay gap has been declining slowly over time. Over the last decade, it has fallen by a quarter among full-time employees.

Ultimately, we feel our gender pay gap is caused by a disproportionate split in the gender ratio of our staff. As a sector, one of our challenges is a higher proportion of females being employed in the lower salary quartiles, which could be linked to the flexible nature of these roles, typically part-time and/or term-time only.



Gender Pay Disparity by Quartile:

Overall, the gender pay data for the years 2021, 2022, and 2023 has been reasonably static.

There is little difference year on year in the quartiles, other than an increase in the number of female workers appointed to roles within the upper middle quartile, an increase from 57% in 2021 to 66% in 2023. We have therefore seen a 7% increase in the number of female workers occupying roles within the upper middle quartile, with an overall underrepresentation of males (34% of roles are occupied by males and 66% of roles are occupied by females in the upper middle quartile).

In the lower quartile, there persists a gender imbalance with the majority of roles occupied by female workers: 75% of roles within the lower pay quartile are occupied by females and 25% of roles are occupied by males.

Our data shows a significant difference between the number of male and female staff who are employed within different earning quartiles. Importantly, this insight does not mean staff are paid unequally, it means we have an unequal distribution of the number of male and female appointments within our pay quartiles.

Summary Analysis:

We have greater numbers of female staff employed in lower paid roles. Analysis informs us that our female staff make up the majority of our lower skilled roles, namely catering, cleaning and support work.

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.

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.





Taking Action

As part of our commitment to equality and equal pay, we have established robust policies and procedures. We recently updated our flexible working, Equality Impact Assessment (EQI), and Equality, Diversity, and Inclusion (EDI) Policy in 2023 to align with legislative changes and our dedication to fairness.

We have also successfully implemented the Real Living Wage, demonstrating our commitment to fair pay. Our most recent pay award was a minimum pay increase of 6.5% with our lowest earners receiving an annual pay increase of 15%. Additionally, we have extended permanent employment offers to a significant number of staff previously on temporary contracts.

While substantial effort has already been made to uphold gender equality and equal pay, we continue to review, implement, and enhance existing initiatives and measures to proactively narrow the gap. Our commitment to continuous improvement is therefore an ongoing journey. Looking forward, we will:

- Enhance our recruitment system to improve our data analytics and reporting functionality. This will provide valuable insights which will drive improvements in our effort to attract and recruit diverse candidates from our local community.
- Continue to work with Inclusive Employers in identifying opportunities.
- Engage in community outreach efforts within the Kirklees community to enhance Kirklees College's reputation as an employer of choice. This involves actively participating in local job fairs, where our presence has yielded direct hires into permanent roles in recent years.

- We are committed to ongoing analysis of our workforce demographics, actively seeking opportunities to enhance representation among groups that may be underrepresented within our organisation. This ongoing effort reflects our dedication to inclusion and diversity.
- We will work towards becoming a member of the West Yorkshire Fair Work Charter.

Not Just Gender

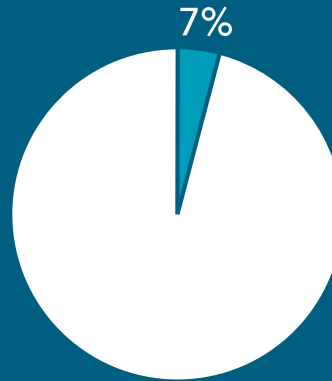
In January 2019, the UK government closed its consultation on ethnicity pay gap reporting and it is anticipated that this will become a new requirement alongside gender pay gap reporting in the future. We are committed to equality of opportunity for all regardless of background or characteristic. In 2021, we chose to voluntarily publish 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, address and remove the barriers faced by ethnic minority groups and people with disabilities.



Disability Pay Gap

Total workforce

- Declared disability
- No declared disability



	2021	2022	2023
Mean Disability Pay Gap %	6%	9%	2%
Median Disability Pay Gap %	0.3%	3.1%	0%

Analysis:

The median hourly rate stands at £14.45 per hour and this figure remains consistent for both demographics with only a marginal 27p difference in the mean. This encouraging data underscores the fact that the pay gap is gradually narrowing.

Our pay gap is notably lower than the Office for National Statistics (ONS) who reported a median disability pay gap of 13.8% for 2021.

The mean pay gap has substantially reduced from 2022 to 2023. This could be explained by a number of staff who disclosed a disability are in the lower quartile, Business Support Scale 2 and 3. Noticeably, there are less points in these scales for there to be a pay difference within the scale.

Ensuring ongoing support for staff and candidates to thrive at Kirklees College is a top priority. To achieve this, we will focus on staff training, particularly in areas such as recruitment (addressing unconscious bias), Equality, Diversity, and Inclusion (EDI), and understanding and embracing neurodiversity. This proactive approach aligns with our commitment to fostering an inclusive and fair workplace for all.

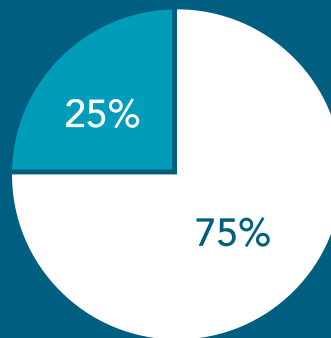




Ethnicity Pay Gap

Total workforce

- White
- From an ethnic background



	2021	2022	2023
Mean Ethnicity Pay Gap %	8%	6%	8%
Median Ethnicity Pay Gap %	17%	16%	15%

White employees receive a mean hourly pay of £15.27, whereas for employees from an ethnic background, it is £14.15 per hour. The median hourly pay for white employees is £15.12, contrasting with £12.87 per hour for employees from ethnic backgrounds. An in-depth examination of quartile differences reveals a relatively stable trend year on year. Notably, the gap is less pronounced in the lower quartile, with a 64/36% split. In the upper middle quartile, there is a lower representation of employees from ethnic backgrounds, contributing to a lack of diversity within our middle management tier.

Working to close the ethnicity pay gap:

As outlined in the introduction, we have analysed the disparity in average pay between white and ethnic minority staff. It's essential to emphasise that, while the government doesn't currently mandate organisations to disclose this data and hasn't shared their methodology, we have proactively chosen transparency to communicate our current standing and our commitment to bridging the pay gap.

Benchmarking against other organisations proves challenging due to the limited availability of such data. However, our preliminary research suggests that our current ethnicity pay gap compares relatively favourably with other organisations that opt for transparency.

Our ongoing focus centres on ensuring our staff and the local community recognise our college as a restorative, anti-racist, and trauma-aware institution. Recognising the imperative for improved representation, we prioritise the recruitment of under-represented individuals into senior positions within the college, aligning with our commitment to mirror our student population and local community. To achieve this, we actively promote vacancies within minority segments of our community and consider positive actions in our recruitment processes.

We are committed to 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.

