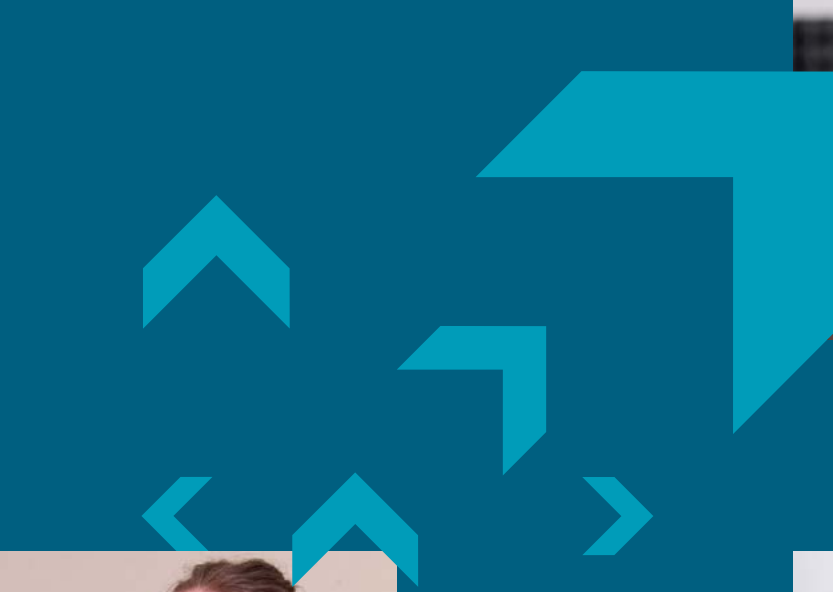




GENDER, DISABILITY AND ETHNICITY PAY GAP REPORT

2023-2024







Introduction

At Kirklees College, our commitment to equality, diversity, and inclusion are at the heart of our mission of "Creating Opportunities, Changing Lives." We strive to create an environment where every student and staff member can reach their full potential, embracing the richness of a diverse community. We are dedicated to fostering a culture of kindness, unity, and excellence, while working to remove barriers that limit equal opportunities for all.

To comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations, UK organisations with over 250 employees are required to publish their gender pay gap data annually. This legislation, introduced in 2017, seeks to increase transparency around pay disparities and drive action to close any gaps.

At Kirklees College, we not only meet this statutory requirement but exceed it by voluntarily reporting on both our Ethnicity Pay Gap and Disability Pay Gap. This approach reflects our values and our commitment to addressing inequality wherever it exists, helping us continue to remove barriers and create an inclusive, equitable environment for everyone.

This report sets out our Gender Pay Gap, Ethnicity Pay Gap, and Disability Pay Gap.



Context

What do we mean when we refer to a pay gap?

A 'pay gap' is different from 'equal pay'. Equal pay refers to ensuring that individuals, regardless of gender, disability, or ethnicity, receive the same pay for the same or equivalent work. In other words, if two people are doing the same job or jobs of similar value, they must be paid equally.

In contrast, a 'pay gap' measures the difference in average earnings between different groups within an organisation. This means looking at the overall distribution of men and women, people with disabilities, and those from different ethnic backgrounds across all roles and levels of the organisation, rather than comparing individuals doing the same job.

For example, a gender pay gap reflects the difference in average pay between men and women in the organisation, not whether

men and women doing the same job are paid equally. Similarly, the ethnicity and disability pay gaps measure the difference in average pay between different ethnic groups and between employees with and without disabilities.





Why do organisations have a pay gap?

Organisations have gender pay gaps for several reasons and many are rooted in broader societal issues. One key factor is unpaid caring responsibilities. Women are more likely than men to take on the role of unpaid carers, whether for children, elderly parents, or other family members. This can lead to career interruptions, part-time work, or even leaving employment altogether, which directly impacts earnings. The high cost of childcare also influences decisions, with many women reducing their working hours or leaving the workforce due to these expenses. Research has consistently shown that women bear a disproportionate share of caregiving, which in turn affects their career progression and pay.

Another significant factor is occupational segregation. Certain industries and roles are dominated by either men or women, and jobs that are traditionally held by women—such as caring, cleaning, and clerical work—tend to be lower paid. This isn't just about men and women doing different work but also about the undervaluation of jobs commonly performed by women. While efforts like the National Living Wage help raise pay in lower-paid sectors, they don't address the underlying issues of job value or equality in career advancement.

The challenges aren't limited to gender; pay gaps also exist for disabled people, ethnic minorities, and other demographic groups. These gaps often result from higher representation in part-time or lower-paid roles, difficulties in career progression, and barriers to remaining in or returning to employment.

By understanding the root causes, organisations can begin addressing pay disparities in a meaningful way.





What information must be reported?

The gender pay gap reporting rules require organisations to publicly disclose pay and employment data using six measures:

Mean gender pay gap	The difference between the average hourly rate of pay of male employees and female employees.
Median gender pay gap	The difference between the middle hourly rate of pay for male employees and female employees.
Mean bonus pay gap	The difference between the average bonus pay paid to male employees and that paid to female employees, during the year ending on the snapshot date, 31st March.
Median bonus pay gap	The difference between the middle bonus pay paid to male employees and paid to female employees.
Bonus proportions	The proportions of male and female relevant employees who received a bonus during the relevant period.
Quartile pay bands	The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

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Pay Gap Data

Snapshot date: 31 March 2024



Our Gender Pay Gap:

Gender Pay Gap	2022	2023	2024	3 year trend
Mean Gender Pay Gap %	8	9	7	↔
Median Gender Pay Gap %	21	18	20	↔

Gender Pay Quartile Data:

Year	2022		2023		2024		Trend
Quartile Values	Male %	Female %	Male %	Female %	Male %	Female %	
Lower	26	74	25	75	25	75	↔
Lower - Middle	33	67	31	69	26	74	↓
Upper - Middle	43	57	34	66	39	61	↔
Upper	35	65	42	58	38	63	↓

Our mean (average) pay gap has decreased by 2% and our median (middle) pay gap has increased by 2%, when compared to last year. Over a three-year period, our pay gap is reasonably similar.

When analysing our gender pay gap, it is important to note that our gender pay gap is influenced by challenges external to us. The UK labour market remains highly segregated, with men dominating certain job types while women are more prevalent in others. For instance, in the education sector, 65.2% of the workforce is female (Association of Colleges).

Additionally, many women are concentrated in the 'five Cs'—caring, cleaning, catering, clerical, and cashiering—roles that tend to be lower paid. This imbalance results in a higher percentage of women in lower-paid positions. Furthermore, the unequal division of caring responsibilities leads to more women pursuing part-time roles, which generally offer lower

wages. These issues are not unique to our organisation but reflect broader societal trends.

During the reporting period, we introduced a minimum pay increase of 6.5% for all staff. Our lowest-paid employees received even more, as this increase was applied on a sliding scale to better support those in lower-paid roles. Our pay award ensured that all staff earn at least the equivalent of the real Living Wage, which is higher than the government minimum wage and better reflects the actual cost of living.

Our median pay gap widened by 2%. This increase was primarily caused by an increase in our staffing levels, as we employed an additional 51 posts over the course of 2023-2024. Of these new roles, 45 were filled by women, many of whom were in lower-paid positions. Consequently, this shift contributed to the 2% increase in our median pay gap.

Our average (mean) pay gap is reasonably similar across recent years, while our middle

Our Ethnicity Pay Gap:

Ethnicity Pay Gap	2022	2023	2024	Trend
Mean Pay Gap %	6	8	7	↔
Median Pay Gap %	16	15	19	↓

(median) pay gap has decreased by 4% when compared with last year.

Throughout 2023/24, we made a significant effort to enhance the completion of diversity data, resulting in a 5.4% reduction in blank entries. This improvement in diversity data for

our workforce profile has contributed to the increase in our middle pay gap, because more staff have identified as belonging to ethnic groups within different quartiles.

Overall, we are observing a year-on-year improvement in the percentage

Ethnicity Pay Quartile Data:

Year	2022		2023		2024		ONS Data
Quartile Values	White British	All other ethnic groups	White British	All other ethnic groups	White British	All other ethnic groups	
Lower %	67	33	64	36	62	38	73.6% of the Kirklees community is white British
Lower - Middle %	79	21	76	24	76	24	
Upper - Middle %	85	15	81	19	77	23	
Upper %	78	22	78	22	77	23	

of our workforce who are from ethnic backgrounds. Currently, white British staff represent 79.7% of our workforce, which is 6% higher than the community average. The increase in organisational diversity is encouraging and we are working hard to continue improving diversity, so that we better reflect our community population.

While the distribution of staff across the lower, middle, and upper quartiles is

relatively consistent and aligns closely with community data regarding white staff representation, it is important to note that, although the employment of ethnic staff in the lower quartile has risen to 38%, this highlights the need for continued action to address systemic societal inequalities that result in ethnic staff occupying more lower-skilled and lower-paid roles across society.

Our average (mean) disability pay gap has

Our Disability Pay Gap:

Disability Pay Gap	2022	2023	2024	Trend
Mean Pay Gap %	9	2	3	↓
Median Pay Gap %	3	0	2	↓

increased by 1% this year, while the middle (median) pay gap has risen by 2% when compared with last year. During 2023/24, we made significant strides in enhancing the completion of disability data, resulting

in a 52% increase in the number of staff reporting a disability when compared with last year's data.

Disability Pay Quartile Data:

Year	2022		2023		2024		ONS Data
Quartile Values	Non-Disabled	Disabled	Non-Disabled	Disabled	Non-Disabled	Disabled	
Lower %	95	5	94	6	91	9	17.5% of the Kirklees community is disabled
Lower - Middle %	95	5	92	8	90	10	
Upper - Middle %	94	6	91	9	91	9	
Upper %	97	3	94	6	91	9	

11.14% of our staff have declared a disability, an increase from 8.97% last year. It is encouraging to see disability representation rising, exceeding the sector average of

7.3% (Department for Education). While there is still a gap to address, we are making progress in better reflecting our community's demographics.

Bonus Pay Gap:

No bonus payments were made during the reporting period.

Closing the Gap:

We remain committed to maintaining a safe, inclusive, and diverse organisation that reflects the community we serve. Here are the key actions we're taking to drive continued improvement:

Culture Development:

A strong culture is essential for supporting Equality, Diversity, and Inclusion (EDI) because it influences how we embrace diverse perspectives and ensure everyone feels valued and included. Culture is a shared experience, continuously reflected back to us in how staff and visitors feel when working or attending the college. Our staff survey shows that culture is positive and continuously evolving and improving.

We received over 400 comments from staff in response to the question, "What do you believe is the biggest strength of our college community?" The top three responses were: 1) Positive culture, 2) Teamwork and relationships, and 3) Inclusivity and diversity.

We are proud that culture, relationships, and inclusivity and diversity are considered our biggest strengths.

Recruitment and Selection:

We will continue working to ensure that no barriers exist in our recruitment and selection processes. We'll also build on the recruitment data we collect to enhance analysis and implement targeted interventions where needed.

Equality Impact Assessments:

We will maintain our practice of equality impact assessing all key strategies and policies to identify and remove potential barriers to accessing employment, experiencing positive employment, and achieving equal access to opportunities.

Flexible Working:

We will continue to offer and support flexible working requests, where organisational needs allow, to retain talented employees who may have taken breaks due to family or carer responsibilities. This ensures equality of opportunity for career progression on a part-time basis.

Commitment to BFELG:

We remain committed to the Black Further Education Leadership Group (BFELG) and its 10-Point Plan, which aims to level up opportunities for students, staff, and communities. This supports the work we do with the Student Commission for Racial Equality.

Community Outreach:

We are engaged in community outreach efforts within the Kirklees area to enhance Kirklees College's reputation as an employer of choice. This includes active participation in local job fairs, which have led to direct hires into permanent roles in recent years.

Policy Updates:

During 2023/24, we refreshed several core employment policies, recognising their crucial role in shaping our cultural expectations. The language was updated to align with our values, ensuring it better reflects restorative and trauma-informed practices.

Staff Development:

Our staff development days, attended by over 500 employees, included sessions on Trauma Awareness, Restorative Practices, and Anti-Racism. These initiatives reinforce our commitment to creating and fostering an inclusive and diverse workplace.

Fair Employment Practices:

We continue to ensure our employment offer is fair, ethical, and sustainable, in line with our responsibilities as an employer.

Looking ahead to 2024/25, we will develop our EDI (Equity, Diversity, and Inclusion) strategy for 2025-2029. This strategy will outline our goals, actions, and measurable outcomes to ensure we build upon current progress and further enhance our approach to improving diversity and inclusivity within our organisation. We will work hard to help remove systemic and societal barriers that prevent equality of access and opportunity for all. Restorative and trauma-informed practices will be central to this strategy.

We will also focus on embedding restorative and trauma-informed practices across the organisation, building on the extensive training already provided to staff to raise awareness of these approaches.



