



Gender Pay Gap Report 2017

wakefieldcollege



1. Introduction

Wakefield College is a medium sized Further Education College with an annual turnover of around £27M. We pride ourselves on being an inclusive organisation and our core values and behaviours support this. We recognise the importance of diversity and how this contributes positively to the student experience and builds high performing teams.

We welcome the opportunity to comply with The Equality Act 2010 (Specific Duties and Public Authorities Regulations) which came into force on 31st March 2017. The Regulations require employers with over 250 employees to publish gender pay statistics within 12 months of a 'snapshot' date, which for 'public bodies' is 31st March each year. The first snapshot date was 31st March 2017.

For the purpose of the Regulations, Further Education colleges are classified as public bodies. This report details the College's statutory disclosure of the gender pay gap as at the 'snapshot' date of 31st March 2017.

As at 31 March 2017 the College employed 691 relevant employees 230 Male (33.3%) and 461 (66.7%) female.

2. Wakefield College Gender Pay Gap Analysis

The Regulations require us to report the following:

- Our mean gender pay gap
- Our median gender pay gap
- Our mean bonus gender pay gap
- Our median bonus gender pay gap
- The proportion of males receiving a bonus payment
- The proportion of females receiving a bonus payment
- The proportion of males and females in each quartile pay band

The following sections are our reported findings from the analysis.

2.1 Mean Gender Pay Gap

As at 31 March 2017, the mean hourly rate of pay for all male full-pay employees was £14.10. The mean hourly rate of pay for all female full-pay employees was £12.40.

This represents a mean gender pay gap of **12.1%**.

2.2 Median gender pay gap

As at 31 March 2017, the median hourly rate of pay for all male full-pay employees was £14.15. The median hourly rate of pay for all female full-pay employees was £11.05.

This represents a median gender pay gap of **21.9%**.

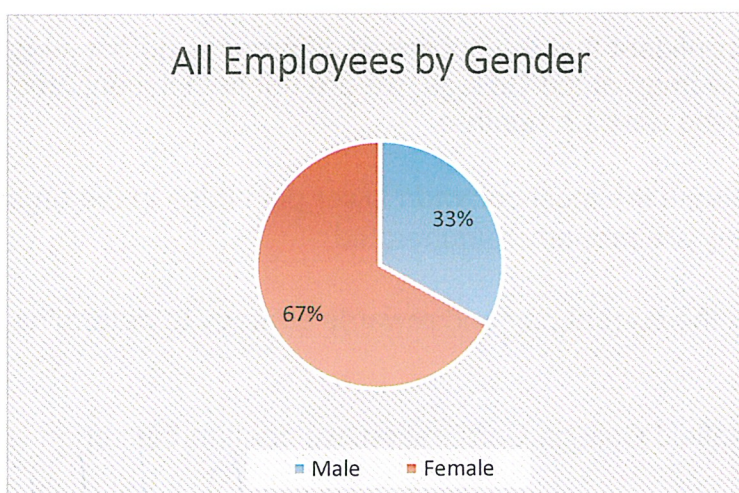
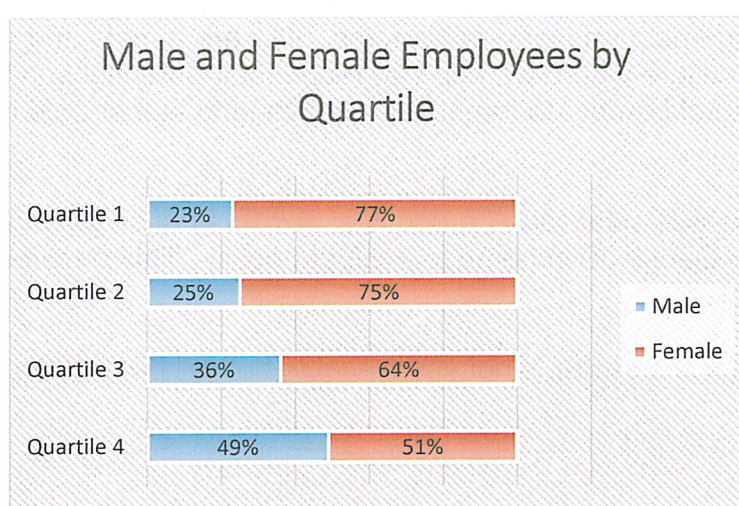
2.3 Bonus gender pay gap

The College did not make any bonus payments in the reference period therefore there is no gap at the mean or median.

2.4 Proportion of Males and Females in Each Quartile Pay Band

At the snapshot date, Wakefield College employed 691 full-pay employees.

The following charts show the proportion of males and females by percentage in each of the quartile pay bands.



3 Narrative

According to the Office for National Statistics (ONS) the national mean pay gap in 2017 was 9.1%. The College's mean pay gap is 2 percentage points above the national average. Similarly, the ONS state that the national median pay gap was 18.4%. The College's median pay gap is 3.5 percentage points higher.

Further analysis of the data shows that the higher than average mean and median pay gaps at the College are skewed by the success we have in recruiting and retaining a disproportionate number of women to part-time support roles. These employees often have a more flexible working pattern including term time only contracts together with leave entitlement over 50% above the statutory entitlement, which make them very attractive roles for anyone with caring responsibilities.

It is also worth noting that the College does not outsource its cleaning service in which the roles are part time, and historically filled by women. As at the snapshot date, 95% of our 41-strong cleaning team were part-time females.

Wakefield College is led by a female Principal, supported by seven Executive Directors. The team is 83% female, 17% male. In the upper pay quartile, which includes all management and leadership roles, 59% are female and 41% are male. This underpins a culture where women can reach their potential and there are no systemic or structural barriers to females progressing to higher paid roles within the College.

The College has a well-established process of Job Evaluation (JE) for all posts, and currently uses the Gauge JE scheme to evaluate posts. This ensures pay equity and fairness across roles.

Benchmark data for the sector is not yet available but will be reported in next year's report.

4 Next Steps

Although we are confident that the published differences do not suggest the underpayment of women at the College, we are not complacent, and will undertake the following over the next 12 months:

- We will re-evaluate the most common lower paid roles in the organisation to ensure that they are properly remunerated.
- We will review the current pay and rewards strategy to determine if changes need to be made.

On behalf of Wakefield College Corporation, we confirm this report is accurate.



Karen Sykes

Date 27-03-18

Executive Director

Human Resources and Organisational
Development



Sam Wright

Date

27-3-18

Principal & Chief Executive