

South & City College Birmingham

Employee Communication: Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This is an incredibly important step forward because if companies are transparent about pay, and identify the root causes of any pay gap, they can find solutions they need to build our College that reflects society.

We want to create a College that attracts and retains the best people and reflects to communities that we serve.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website.

We will do this within one calendar year of April 5th 2019.

This is the first year we have been able to compare the organisations results following the merger with Bournville College in 2017.

We can use these results to assess the new College data:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

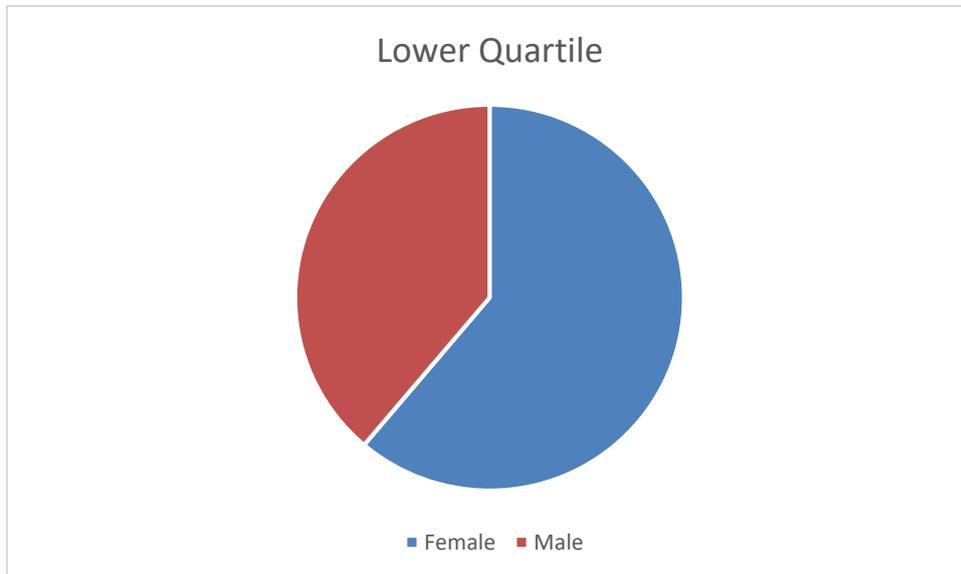
Difference between men and women		
	Mean	Median
Pay Gap 2018	10.5%	24.7%

Difference between men and women		
	Mean	Median
Pay Gap 2019	5.6%	19.7%

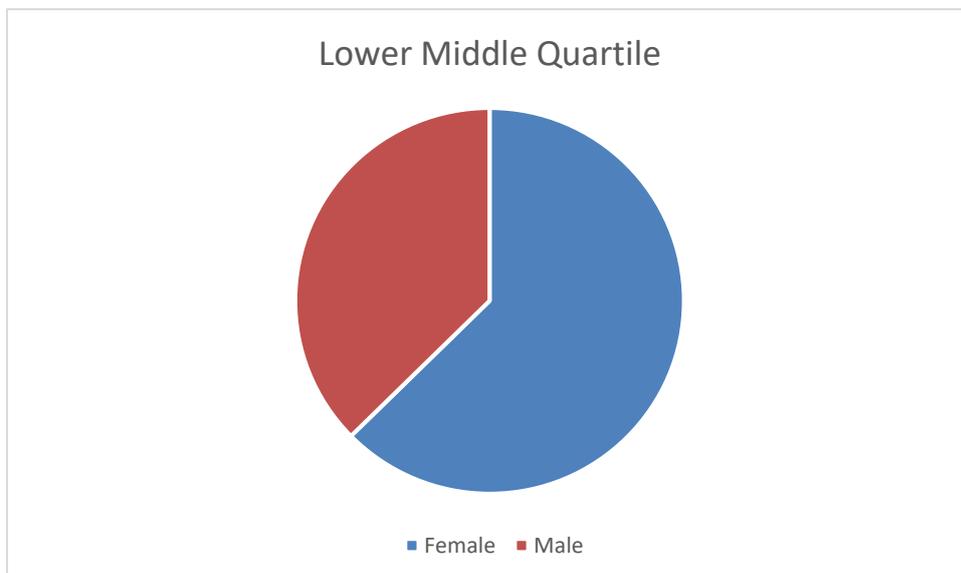
Managing Gender Pay Reporting

Proportion of Males and Females in each pay quartile:

Lower Quartile:

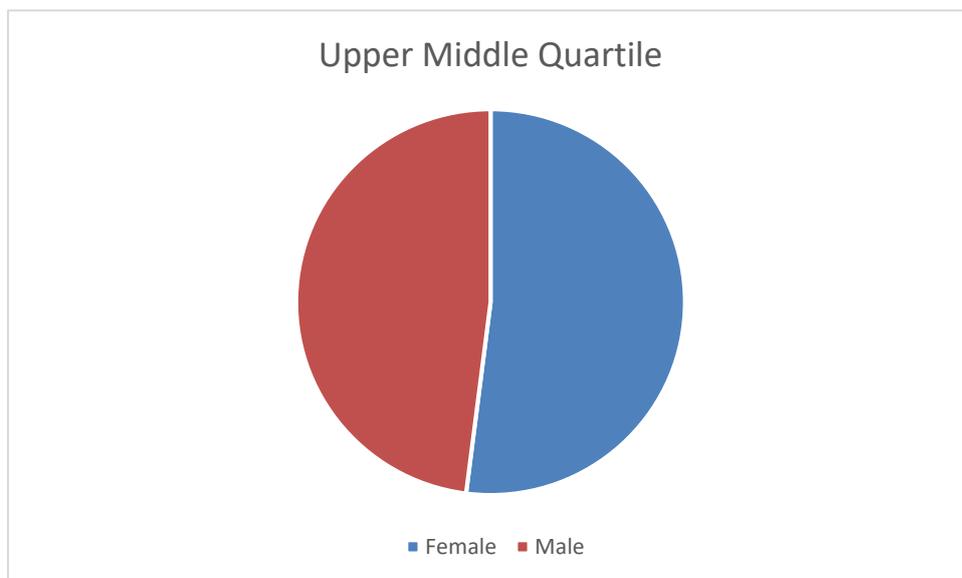


Lower Middle Quartile:

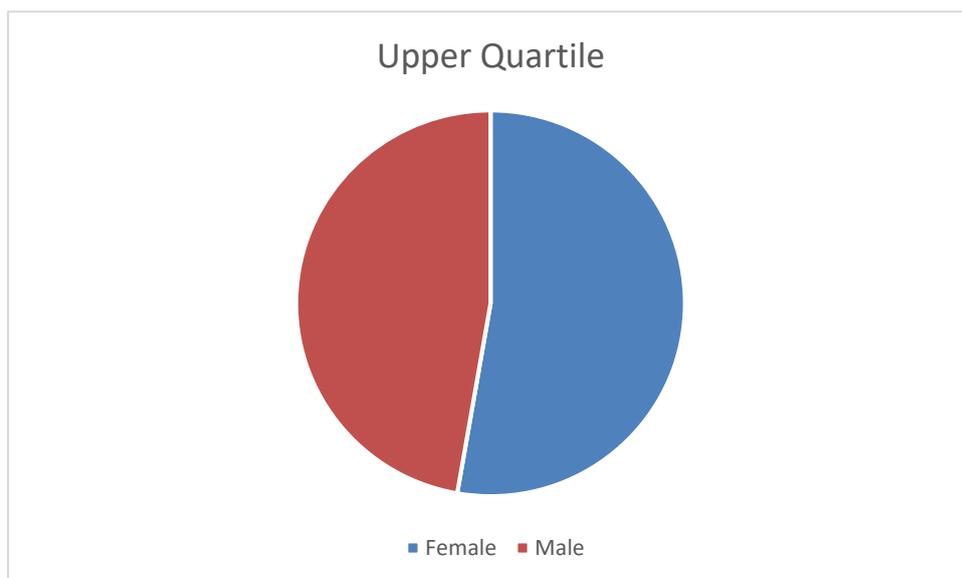


Managing Gender Pay Reporting

Upper Middle Quartile:



Upper Quartile:



ONS statistics showed that almost a third of businesses had gaps which were worse than the national average of 17.9%.

How the College is tackling its gender pay gap

The gap in our mean and median indicates that there is work to be done but there has been significant improvement in the Colleges mean pay gap reducing by 4.9%. There has also been a reduction in the college's median pay gap calculation, by 5%. We do not believe that we have an equal pay issue and that our high median pay gap is driven by the structure of our workforce in the Lower Quartile information.

Managing Gender Pay Reporting

The Lower Quartile statistical information indicates that the lowest paid staff are majority female (61%) as this includes the College's Cleaning and Catering staff which is staffed by a majority of female employees. This structure of our workforce is also influencing our median pay gap, which sits at 19.7%. At the College we want to ensure that we design our roles to fit society and to support our local community's opportunities to employment and development.

Our Upper Quartile information indicates that there are higher proportions of female staff at 53% which is higher than the previous year's distribution which was 51%.

As an organisation we ensure we have fair recruitment, selection and progression opportunities and this is achieved by:

- ensuring that recruitment panellists have equality training
- ensure that gender bias plays no part in pay progression and promotions
- being open to flexible working opportunities
- monitoring and regulating pay decisions based only on College policies and procedures

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting Mark Jenkins.

