



Gender Pay Gap Statement – March 2023

Background to SCCB College

At South and City College Birmingham, equality, diversity and inclusion are integral to who we are and what we do. We are firmly committed to promoting and embedding these key principles for all within our institution, from our learners to our staff, governors, employers, visitors and contractors.

At the date of this report the College consisted of 8 Campuses, namely Bordesley Green, Digbeth, Fusion Centre, Golden Hillock, Hall Green, Handsworth, Longbridge and Longbridge Construction.

The data within this report covers the period 01 April 22 to 31 March 2023.

Gender Pay Gap Reporting

In April 2017, the Government introduced the gender pay gap transparency regulations, to encourage employers with more than 250 employees within an organisation to take informed action to close their Gender Pay Gap where one exists. The legislation requires employers to report on the six ratios, based on the snapshot of pay data on a set date set out by the Government Equalities Office as follows:

- **Median Gender Pay Gap** - the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Mean Gender Pay Gap** – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Median Bonus Gap** - the difference between the median bonus pay paid to male relevant employees and that of female full-pay relevant employees.
- **Mean Bonus Gap** – the difference between the mean bonus pay paid and to male relevant employees and that paid to female relevant employees.
- **Bonus Proportions** - the proportions of male and female relevant employees who were paid bonus pay during the relevant period.
- **Quartile Pay Bands** – the proportions of male and female full-pay relevant employees in the Lower, Lower-Middle, Upper-Middle, and Upper Quartile pay bands.

The Gender Pay Gap at South and City College Birmingham

The data is drawn from 910 employees who qualify as 'full pay relevant employees' on the snapshot date of 31st March 2023. 504 staff are female (55%) and 406 are male (45%).

Table 1: The mean gender pay gap

2023	Mean Gender Pay Gap 5.32%	Mean hourly pay rate 2023	
		FEMALE £16.21	MALE £17.12
2022	Mean Gender Pay Gap 7.36%	Mean hourly pay rate 2022	
		FEMALE £14.85	MALE £16.03

Table 2: The median gender pay gap is:

2023	Median Gender Pay Gap 18.84%	Mean hourly pay rate 2023	
		FEMALE £15.16	MALE £18.68
2022	Median Gender Pay Gap 20.58%	Mean hourly pay rate 2022	
		FEMALE £14.39	MALE £18.12

Table 3: The percentage of men and women in the 4 pay band quartiles with comparison over 2 years

	2023		2022	
	FEMALE	MALE	FEMALE	MALE
Lower Quartile	63.0% (127)	37.00% (101)	65.88.0% (136)	34.12% (119)
Lower Middle Quartile	55.7% (143)	44.30% (84)	53.33% (168)	46.67% (87)
Upper Middle Quartile	50.44% (115)	49.56% (113)	52.16% (133)	47.84% (124)
Upper Quartile	52.42% (119)	47.58% (108)	51.37% (131)	48.63% (124)
Grand Total	55.38% (504)	44.62% (406)	55.69% (568)	44.31% (452)

Bonus Gap

The regulations require organisations to report on the proportion of (full pay relevant staff only) male and female employees receiving a bonus, and the gap across the gender in these payments. At SCCB Long Service Awards are bonuses and First Aiders and Safeguarding Triage staff receive allowances (defined within the guidelines under gender pay gap reporting). There were a total of 21 employees who qualified during this reporting period out of 1046 - females (2.66%) compared to males (1.13%). The median gender pay gap is 6.25%.

Analysis of our Gender Pay Gap

On analysis of the data we identified the following:

- More females are employed within all pay quartiles than men. This is a consistent trend from the previous year and should continue to impact positively in future years.
- Across SCCB women occupy 52% of the highest paid roles and 63% of the lowest paid roles.

- In the lower quartile there are predominantly more women in support roles, which includes admin, catering and cleaning – (63%) compared to (37%) men.
- SCCB have employed more females (51.85%) new starters compared to men (48.15%) from a total of 81 new starters.
- Out of newly appointed males (1.23%) were appointed to a Senior Executive Management role (upper quartile), compared to (0%) females out of 81 new starters.
- Out of newly appointed females (1.23%) were appointed to a Management role (upper quartile) compared to (0%) men out of 81 new starters.
- Out of a total of 43 Lecturers who were leavers (16.3%) were female from the upper quartile and (58.1%) were male from the upper quartile.
- There are more women (16) with years of long service, in the role of First Aider or Safeguarding Triage, compared to men (2).

Supporting Commentary

The College remain committed to ensuring fair treatment of all of our staff irrespective of gender. We will continue to take the following actions to bridge the gender pay gap through:

- A commitment to using job evaluation to determine the salary for roles within our pay structure.
- An ongoing commitment to paying employees equally for the same or equivalent work regardless of gender.
- A review of recruitment and selection methods to best ensure that our recruitment campaigns and processes are inclusive, recruitment panels are diverse and unconscious biases eliminated.
- Staff development, strengthen our equality, diversity and inclusion knowledge and understanding to further advance our strategic objectives and practice.
- Commitment to succession planning through creating secondment opportunities.
- Commitment to the “Real Living Wage”.
- Introducing a range of policies that embrace equality, inclusivity and fairness e.g. Flexible Working, Homeworking, Pay and Pensions and the Menopause.
- Analysis of turnover and retention data with a plan of action for further improvement and development.

Deputy HR Director
28 March 2024