

RUNSHAW COLLEGE GENDER PAY GAP REPORT 2019

Introduction

As part of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, all employers of 250 or more employees are required to publish their gender pay gap as at 30th March on an annual basis. This is the College's third gender pay gap report.

Organisational Context

The FE sector remains predominantly female and part-time, with 61% of the workforce being women of which 56% work part-time compared to only 31% of men. (FE College Workforce Data 2017-18). The College employs a greater proportion of female staff who work part-time than the FE sector: 72% are female of which 82% work part-time.

The College operates structured salary scales for each job family, based on skills, experience and responsibilities required for each role, regardless of gender. There are a variety of family friendly policies in place including special leave, career break and flexible working with significant opportunities and support provided for part-time and term time working. There are fair and robust recruitment and selection practices to ensure that the College recruits the best candidate for the role on merit regardless of gender. More recently, the College has adopted the Government's logo and strapline 'happy to talk flexible working' in recruitment literature. The maternity return rate remains consistently high, at 100%, which has been the case for a number of years.

When analysing the gender pay gap by occupational groupings, non-teaching staff comprise the largest group at 60% and contribute significantly to the gender pay gap. These staff are predominately in the lower and lower middle pay quartiles which is largely attributed to directly employing catering and cleaning staff as opposed to contracting out this service which is often the case in other colleges. Traditionally, these occupations attract more women, are part-time/ term time and pay rates are relatively low. Over the last four years, the College has been addressing low pay, increasing the minimum hourly rate and removing lower scale points. It also take steps to challenge occupational segregation whenever opportunities arise, including positive action to address imbalances in the workforce.

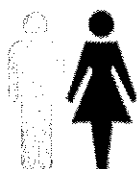
Both the upper middle and upper pay quartiles show a high representation of females, a number of whom hold management positions. 59% of college managers are female and 60% of those in the senior leadership team are female.

The College is committed to advancing and promoting equality and diversity regardless of gender. Further information can be found the Colleges our Equality and Diversity Annual Report 2018/19.

Gender Pay Gap

Difference between Men and Women	MEAN Average	MEDIAN Middle
	18.2 %	21.9%

Pay Quartiles



28% 72%

All Staff (March 2019)



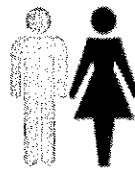
12% 88%

Lower Quartile



22% 78%

Lower Middle Quartile



35% 65%

Upper Middle Quartile



41% 59%

Upper Quartile

Bonus Pay

The College does not operate a bonus pay scheme.

I confirm that Runshaw College gender pay gap calculations are accurate and meet the requirements of the Regulations.

Signed :

Simon Partington
Principal

Date:

20/3/20