

RUNSHAW COLLEGE GENDER PAY GAP

REPORT 2020

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 fourth gender pay gap report.

Organisational Context

The College has a predominately female workforce. 72% of staff are female and this figure has remained constant over several years. Females significantly outnumber males in every category at Runshaw: 78% of support staff, 62% of teaching staff and 58% of managerial staff are female. National data for the FE sector shows that 62% are female. (Staff Individualised Record 2018-19).

When analysing patterns of work, the vast majority of staff at Runshaw (64%) continue to work part time. This is much more prevalent amongst support staff where 78% of staff work part-time, compared to 45% of teachers and 3% of managers. Significantly more women (72%) work part time than men (42%).

Support staff, which is the largest female category, includes delivery of our catering and cleaning services which is often contracted out in other FE providers. Traditionally, in these occupations, women predominate working part-time receiving relatively low pay. Catering and cleaning staff make up nearly a quarter of support staff and they contribute significantly to the gender pay gap being in the lower pay quartile. The College has been addressing low pay, increasing the minimum hourly rate and removing lower scale points. Steps are taken to challenge occupational segregation whenever opportunities arise, including positive action to address imbalances in the workforce.

Whilst all pay quartiles show a higher representation of women, the upper middle and upper pay quartiles includes females who hold course leadership and management positions. 59% of middle managers and 60% of senior managers are female.

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. These opportunities are reflected in the composition of the College workforce. We have

robust recruitment practices in place to ensure we recruit the best candidate for on merit, which involves 'blind' recruitment. The maternity return rate remains consistently high.

The College is committed to advancing and promoting equality and diversity regardless of gender. Further information can be found in the College's Equality and Diversity Annual Report 2019/20.

Gender Pay Gap

Difference between Men and Women		MEAN Average	MEDIAN Middle
		16.9 %	22.0%

Pay Quartiles



29% 71%
All Staff (March 2020)



14% 86%
Lower Quartile



25% 75%
Lower Middle Quartile



34% 66%
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 :
Clare Russell
Principal & CEO

Date: 5-3-21