

# GENDER PAY GAP REPORT 2021

## 1. INTRODUCTION

1.1 As part of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, all public authorities of 250 or more employees are required to publish their gender pay gap data annually.

The report must include the:

- mean and median gender pay gap
- mean and median gender bonus gaps
- proportion of men and women who received bonuses
- number of men and women according to quartile pay bands.

1.2 The snapshot reporting date is 31<sup>st</sup> March 2021.

## 2. ORGANISATIONAL CONTEXT

2.1 The College recognises that there are many factors that may contribute to the gender pay gap across our workforce. Women outnumber men in support, teaching and management roles and in every pay quartile. 73% of college staff are female, a figure which has remained constant over several years and is higher than national data for the FE sector (62% are female according to the Staff Individualised Record 2018-19).

2.2 At Runshaw, whilst 63% of staff work part-time this is much more prevalent amongst women (72%). This is reflected in our pay quartiles, with significantly more women in the bottom pay quartile (84%) who mainly work in catering and cleaning roles.

2.3 Therefore, much of our gender pay gap can be attributed to employing a higher percentage of women in lower paid roles. Women are more likely to work part-time, often to accommodate family or caring responsibilities, in occupations which are lower skilled and tend to be less well paid. These challenges are not specific to Runshaw but to society as a whole.

2.4 Women are well represented in the upper middle and upper pay quartiles including those who hold course leadership and management positions. We have robust recruitment and selection procedures, and the number of female promotions reflects that there are no barriers to women progressing in their careers, with appointment always based on merit.

2.5 The College has an extensive range of family friendly policies and practices in place including special leave, hybrid working, career break and flexible working with significant opportunities and support provided for part-time and term time working. The maternity return rate remains extremely high. We will continue to offer and support flexible working, to retain staff, acknowledging the additional benefits this brings.

2.6 The College operates structured salary scales for each job family, based on skills, experience and responsibilities required for each role, regardless of gender. We will continue to ensure that our pay structure remains fit for purpose, and we address low pay.

2.7 The College is committed to advancing and promoting equality, diversity, and inclusion regardless of gender. Further information can be found in the College's Equality, Diversity, and Inclusion Annual Report 2020/21.

### 3. GENDER PAY GAP

3.1 The mean gender pay gap has fallen from over the last three years from 18.2% in 2019 to 13.4% in 2021.

Difference between Men and Women	MEAN Average	MEDIAN Middle
	13.41 %	20.75%

#### Pay Quartiles

	All Staff	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	73%	84%	77%	67%	62%
Male	27%	16%	23%	33%	38%

### 4. 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:



Date:

22.3.22

Clare Russell  
Principal & CEO