

The College of West Anglia: Gender pay gap report for 2024

Introduction

The gender pay gap is defined as the difference between the average (expressed as either the mean or median) earnings of men and women across a workforce. The causes of gender pay gaps are complex and, often, relate to structural characteristics of the workforce such as women disproportionately concentrated in lower-paid jobs.

It is important to note that gender pay gaps are not the same as equal pay disparities. The latter are pay differences between men and women who are employed in the same roles or who are carrying out work that is, objectively, considered to be of equal value.

Reporting requirements

The 2010 (Gender Pay Gap Information) Regulations 2017 require all employers, including the College of West Anglia (CWA), with 250 or more employees to publish the following information on an annual basis:

- Mean and median gender pay gaps using hourly pay
- The proportion of men and women according to quartile pay bands
- The proportions of male and female full-pay relevant employees in quartile pay bands
- Mean and median gender bonus gaps (where relevant)
- Proportion of men and women who received bonuses (where relevant).

CWA does not operate a bonus scheme and so has not reported against the last two of these.

The data presented here are based on a snapshot date of 31 March for each of the reporting years. The calculations underpinning the data have been carried out using the standard methodologies set out in the 2017 Regulations.

Gender Pay Gap

	31/03/23	31/03/24
Mean Gender Pay Gap <i>(The mean is calculated by adding up the hourly pay of all members of staff of a particular gender and dividing this figure by the total number of individuals in the category)</i>	14.22%	15.97%
Median Gender Pay Gap <i>(The median is the central value in the range where the hourly pay for every individual in a gender category is lined up from smallest to largest)</i>	19.46%	21.71%

Pay quartiles

Quartile	Snapshot date 31 March 2023		Snapshot date 31 March 2024	
	Males	Females	Males	Females
1 - Includes all employees whose standard hourly rate places them in the upper quartile	45%	55%	45%	55%
2 - Upper middle	38%	62%	33%	67%
3 - Lower middle	29%	71%	29%	71%
4 - Includes all employees whose standard hourly rate places them in the lower quartile	23%	87%	13%	87%

Analysis of Pay Gap Data

Compared to the prior year, the 2024 pay gap has increased for both the mean (1.75% increase) and median (2.55% increase) measures. However, taken over the last three years, the rate of increase for both metrics is slowing.

The Office for National Statistics (ONS) has published the national median pay gap for 2023 and this, 7.7%, is significantly better than the College's position as reported here.

Women make up the majority of CWA's employees: as at 31 March 2024, 70% of the College's workforce were female. The College's pay quartile data show that women are in the majority in each of the four bands and that the gender disparity increases from the first to the fourth quartile.

What are the underlying causes of the College's gender pay gap?

The College is committed to the principle of equal opportunities and equal treatment for all employees. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender. As such, it:

- Operates a formal job evaluation scheme for support roles to ensure that jobs of equal value are paid the same.
- Provides equality training for all managers and other staff members who are involved in setting pay levels.
- Operates a regrading and pay appeal process which enables staff to bring to management's attention any apparent unfairness in pay levels.

Because of these approaches, management is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. For example:

- There is a much higher percentage of female staff in the lower pay quartiles. These are more likely to be part-time and/or term time only roles, such as Learning Support Officers, which tend to attract lower salaries.
- Anecdotally, in the College, females are more likely than males to take time out from work to start a family or to discharge domestic caring responsibilities with a consequent impact on career progression and salary.
- CWA's workforce is predominantly aged over 40. Nationally, the ONS reports that the gender pay gap grows with increasing age.

What is the College doing to address its gender pay gap?

To date, the steps that the College has taken to promote gender diversity in all areas of its workforce include the following:

- Monitoring and reporting on gender as it relates to application, shortlisting and interview outcomes for all job applicants and using this information to inform our approach to staff recruitment.
- Considering gender statistics in a range of employment situations including performance management and absence and using this information to inform our approach to staff retention.
- Operating a flexible working policy which provides opportunities across the entire workforce.
- Ensuring that job pay bands are clearly advertised through both job opportunities and through the on-line library of job descriptions.
- Using a job evaluation scheme for support grades.

There are signs that our approach is beginning to have an impact. For example, the proportion of females in the College Leadership Team was 52% in 2023 and this has increased to 64% for 2024.

Commitments for the Future

The College is committed to improving the gender pay gap and will prioritise the following areas for action over the next 12 months:

- To continually review the College recruitment and career progression opportunities.
- Where appropriate, encourage both males and females to consider family-friendly and flexible working policies.
- Consult with the College joint trade unions to identify any barriers to career progression.
- Continue to encourage staff at all levels to participate in formal job training opportunities.
- Ensure staff can discuss their development opportunities and to embed succession planning within the Performance Development Review (PDR) framework.
- Continue to review new roles in line with the College's agreed job evaluation framework.

Statement of accuracy

I confirm that the information in this statement is accurate.

Signed: Paul Harrison
Date: 17 October 2024