

Reaseheath College – Gender Pay Gap

The Reaseheath estate was established as a School for Agriculture in 1919 by Cheshire County Council and became a College in 1967. It has continued to expand but remained true to its agricultural roots, and is now one of the leading specialist land-based colleges in the UK. Based in Nantwich, Cheshire, the College has an enviable setting amongst 280 hectares of farms, parklands, woodland and sports facilities.

We have a strong culture of positivity and inclusion, epitomised by our deeply embedded PRIDE values of P-people, R-responsibility, I-integrity, D-diversity, E-excellence. Our vision is to be the leading specialist land-based and technical college in the UK; and we have excellent relationships with local and national employers, which we utilise to ensure our students develop strong employability skills to complement their education. Our mission is 'industry focused, career ready'.

The College is committed to the principles of equality, diversity and inclusion and we have strong policies and procedures in place to ensure fairness and equality of opportunity regardless of gender or any other protected characteristic.

Legislative requirements

The Gender Pay Gap legislation, which was introduced in April 2017, introduces a requirement for employers with over 250 employees to publish their gender pay gap data. As Reaseheath College has over 250 employees we are required to annually publish our gender pay gap data at the snapshot date of 31 March each year (for public sector employers). We have also taken the opportunity to contextualise and explain our data and outline our commitment and progress made in reducing this gap.

What is a gender pay gap?

A gender pay gap shows the difference between the **average** (mean or median) earnings of men and women. It is important to understand that a gender pay gap is different from equal pay. **Equal pay** deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of their gender. The **gender pay gap** shows the differences in the average pay between men and women, irrespective of job role. A high gender pay gap may not be because of any unlawful practice, but it can indicate that there may be issues that employers can address to improve the situation.

What do we need to report?

Employers must calculate the following information:

- 1) Mean gender pay gap
- 2) Median gender pay gap
- 3) Mean bonus gender pay gap
- 4) Median bonus gender pay gap
- 5) Proportion of males and females receiving a bonus payment
- 6) Proportion of males and females in each quartile pay band

A written statement to confirm the accuracy of the calculations should accompany this

Reaseheath College's Gender Pay Gap

Reaseheath College has pay bandings for teaching staff, which vary, according to the level of responsibility that staff have. Each banding has a set pay range with spinal points between. Progression is based on good performance assessed through Staff Personal Development Reviews (Appraisals) and teaching and learning assessments conducted throughout the year. Similar bandings exist for the majority of support staff roles. Some bespoke roles are benchmarked against internal bandings and external markets when arriving at a salary scale, a few roles are on spot salaries.

Gender Pay Gap Information – Mean and Median

(1) Mean Gender Pay Gap

The mean is the average and is a useful way of reflecting the full earnings distribution. It is the sum of the hourly rates for both genders divided by the number in the list. What is then reported is the percentage difference between the mean hourly rate for males (£14.42) and the mean hourly rate for females (£12.19). This has remained the same for males and slightly increased for females from last year.

	Mean hourly rate male	Mean hourly rate female
April 2019/20	£14.41	£12.27
April 2018/19	£14.42	£12.19
April 2017/18	£14.13	£12.34
April 2016/17	£13.85	£11.57

Reaseheath College's Mean Gender Pay Gap is **14.8% in favour of males**, slightly lower than last year which was 15%. The College has managed to slightly increase its mean hourly rate for female staff but is still finding that its Inclusive Learning Practitioner, Catering and Domestic roles in the organisation are predominately occupied by females. The increase in national minimum wage this year is likely to have also impacted and assisted in reducing the gap.

The college continues to pay enhanced salaries within the predominately male Engineering and Construction departments to attract candidates and compete with industry. A number of initiatives have been introduced to support internal progression and CPD opportunities to address turnover and stabilise staffing. However, within these particular areas market supplements are still required to bring education salaries a step nearer to what industry are paying.

At April 2019, the UK's mean gender pay gap figure was reported as 17.3% for all employees.

(2) Median Gender Pay Gap

The median is the middle occurring value where values are listed in numerical order from lowest to highest. What is then reported is the percentage difference between the median hourly rate for men (£13.67) and the median hourly rate for women (£12.26).

It is a good representation of the typical difference as it is less affected by a small number of very high earners. Currently our three senior paid positions within the College are male, which impacts on the mean and median calculations.

Reaseheath College's Median Gender Pay Gap is **10% in favour of males**, an increase from previous years in favour of males. Again this has been impacted by our decision to increase the numbers of Inclusive Learning Practitioners and our success in filling domestic and catering vacancies; which have predominately been taken by female staff.

	Median hourly rate male	Median hourly rate female
April 2019/20	£13.67	£12.26
April 2018/19	£13.47	£12.39
April 2017/18	£13.43	£12.92
April 2016/17	£13.03	£12.21

When pay is analysed by bandings, average pay gaps are significantly smaller than the overall figure: in some bandings there is no gap or the gap is in favour of females.

(3) Mean Gender Bonus pay gap

These calculations look at any bonus payments made in the 12-month period from April 2019 to March 2020. Reaseheath College operates incremental progression within a salary banding based on performance, irrespective of gender. Bonus payments are paid when staff achieve outstanding ratings in their performance appraisal. Staff who receive an outstanding payment within both their PDR objectives and their teaching and learning receive a bonus equivalent to the next incremental progression point. Staff who receive an outstanding in just one category receive a bonus of £200.

The mean is the average calculated by the sum of the bonus rates for both genders divided by the number in the list. The gap last year had become more equitable and had a positive % in favour of females, however the difference between the mean bonus pay for men (£511.75) and the mean bonus pay for women (£457.29) this year has swung the opposite direction to **10% in favour of males**.

Whilst less males received a bonus payment, the overall monetary amount received was greater. This was also impacted by the fact that a significant number of our female workforce are part time therefore any bonus payment was paid pro rata, and occupy support rather than academic roles which would mean they are confined to only one possible outstanding rating.

(4) Median Gender Bonus pay gap

The median is the middle occurring value where values are listed in numerical order from lowest to highest. What is reported is the percentage difference between the median bonus rate for men (£1161) and the median bonus rate for women (£933.6) which is **19.6% in favour of males**. This has increased significantly since last year and is likely a similar reflection of higher double outstanding occurrences for male academic staff and pro rata payments for female staff in support roles.

(5) Proportion of males and females receiving a bonus payment.









The proportion of males and females receiving a bonus payment is calculated by taking the number of each gender who received a bonus payment and dividing it by the total of that gender who could have achieved a bonus payment. The bonus payment proportion is 22.9% of females received a bonus and 16.6% of males, meaning **6.3% in favour of females**, an increase on last year.

This bonus scheme has run for 3 years but was reviewed this year. It is clear from this analysis that although more females received a bonus payment the gap between mean and median monetary amounts paid by gender has increased, in favour of males. It was also perceived by staff to be divisive and after further staff consultation has now been removed for the year 2020-2021 in favour of different and more equitable reward and recognition initiatives.

(6) Percentage of males and females in quartile pay bands

These are calculated by ranking all employees by their hourly rate of pay from lowest to highest and then dividing them into four even groups or quartiles, then looking at the percentage of males and females in each quartile.

Despite positive actions, the quartiles have remained quite similar. We have seen some movement in the upper middle quartile increasing our numbers of female staff. Our lower middle and lower quartiles continue to be predominately female which is a reflection of our Inclusive Learning Practitioners, domestic and catering roles.

LOWER	LOWER MIDDLE	UPPER MIDDLE	UPPER
 <p>72% (was 71%)</p>	 <p>76% (was 72%)</p>	 <p>57% (was 54%)</p>	 <p>51% (same)</p>
 <p>28% (was 29%)</p>	 <p>24% (was 28%)</p>	 <p>43% (was 46%)</p>	 <p>49% (same)</p>

There are proportionately more female than male staff in all quartiles, but a closer balance within the upper two quartiles.

Reaseheath College's commitment to eradicating the gender pay gap

Reaseheath College and its Executive leadership team are committed to fair pay irrespective of gender, and continued to drive positive action in key areas.

The College continues to be impacted by the national staffing shortages in specialist areas such as Engineering and Construction which have led to increased salaries in these areas to attract staff from industry. Whilst positive marketing did try to attract females into these areas, the majority of candidates were male entering lecturing and instructing roles.

Going forward the College is still committed to driving initiatives and changes to address its pay gap further. We will:

- Continue to drive gender pay and gender equality through our Equality and Diversity Action plan
- Continue to review and benchmark our salaries
- Continue to use our job evaluation process to ensure that new roles are benchmarked fairly within the pay structure and any pay differences are addressed
- Continue to ensure that we are supportive of women returning to work by offering options such as job share, term time working and other flexible options

- Continue to promote opportunities for lateral and progressive moves within the organisation whilst retaining part time and flexible working options.
- Continue to promote internal progression opportunities
- Continue to promote flexible working arrangements wider making male employees aware of what is available to allow them to share caring responsibilities.
- Continue to market our gender dominated roles positively to opposite genders to try and increase representation.
- Continue to re-skill and upskill within the College to encourage progression and movement into other roles.

A review of our recruitment and advertising processes is planned for the year 2020-21 and one area of focus will be on promoting our roles to opposite genders in an attempt to increase representation and address our pay gap.

Further information on what Reaseheath College is doing to address its gender pay gap can be found on its website www.reaseheath.ac.uk

Report approved by the Corporation on 28th January 2020



David Pearson

Chair of Governors