

May 2021



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H S N
Hartlepool
SixthForm
Sunderland
College
Northumberland
College

Our approach



We have a strong focus on inclusivity and equality and diversity across our College Group. We recognise the benefits a diverse college community brings, the greater the mix of people, the greater the mix of knowledge, skills, perspectives and ideas that can be drawn upon.

Our pay approach is to treat all our staff fairly irrespective of gender and we operate structured salary spines for each job role across the group. Since April 2020 all our college staff are paid the real living wage, ensuring that Northumberland College staff moved onto the model already adopted in Sunderland and Hartlepool.

We see ourselves as a supportive employer that offers a range of flexible working opportunities for our employees.

Within our sector there are specific subjects that are more difficult to recruit to which means that on occasion a Market Rate supplement is required. Areas such as Multi-skilled trades and Engineering predominantly attract male applicants and again this is reflective of gender imbalances that exist in these areas nationally.

Staff development is key for all staff and we are keen to offer career progression opportunities to all employees who wish to progress. In 2019 we launched our Aspiring Leaders programme across Sunderland College and Hartlepool Sixth Form to help develop staff leadership within the College. Unfortunately plans to roll the programme out to a second cohort of staff across our College Group have been impacted by the current pandemic.

All our job adverts are open to internal candidates to encourage internal movement and progression across the College Group and our different campuses and departments.



Introduction

The Government under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 introduced gender pay gap reporting. The College Group now has a legal duty to report and publish data on the gender pay on both the College Group website and via the Government Equalities Office.

The purpose of gender pay reporting is for organisations in the public sector with over 250 employees to report on and illustrate the difference between the average earnings of men and women in their organisation.

Sunderland College reported for the first time on such data in March 2018 in line with the new legislation. In 2019 Hartlepool Sixth Form was included in the data return. This year's report marks the second data return for Education Partnership North East since we merged with Northumberland College in March 2019.



Equal pay versus gender pay

Whilst both equal pay and the gender gap deal with the difference (disparity) in pay women receive in the workplace, they are two different issues:

Equal pay: Means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.

Gender pay gap: Is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

As explained by the Equality and Human Rights Commission the causes of the gender pay gap are complex and can be overlapping. Factors include:

- Highest paid sectors are male-dominated
- Girls often do well at school, but tend to end up concentrated in employment sectors that offer narrower scope for financial reward. On the other hand, many of the highest paying sectors are disproportionately made up of male employees.
- The effect of part-time work
- The difference in years of experience of full-time work, or the negative effect on wages of having previously worked part-time or of having taken time out of the labour market to look after family.
- Unconscious stereotyping, with assumptions about women not wanting to accept promotion, or not being in a position to do so, particularly where they have caring responsibilities.

Background Information

The regulations specify that the data must be a snapshot of 31 March 2020, this is taken from our payroll data. They advise that a pay period of a month equates to 30.44 days.

All employees who are paid are included in the calculations, permanent, fixed term and casual. If a casual employee has irregular working hours then the average earnings over a 12 month period have been used.

Basic pay is comprised of allowances (including Market Rate Supplement payments). The following are excluded from any calculations overtime pay, redundancy or termination payments, or non-cash benefits such as those paid through salary sacrifice.

The regulations require us to report on six specific calculations and they also outline the methodology we have to use and what is included in each calculation. These are listed below

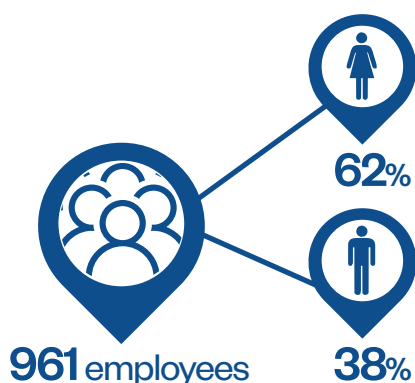
1. Mean average gender pay gap
2. Median average gender pay gap
3. Mean average bonus gender pay gap
4. Median average bonus gender pay gap
5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. Proportion of males and females when divided into four groups ordered from lowest to highest pay

The regulations split employees into two different categories for this reporting these are called relevant employees and relevant full-pay employees.

A relevant employee is someone employed by the College Group as at the 31 March 2020. This equates to a total of 961 employees of which 365 are males (38%) and 596 are females (62%). This split of male to female staff is common in the FE sector.




A full-pay relevant employee is someone who is employed by the College Group and is receiving “full pay” during the specified pay period. If an employee is paid less than usual rate of pay or zero (i.e. due to sickness etc.) then they are not classed as a “full-pay relevant employee”. Within our College Group this equated to 883 employees in total of which 331 are male (37%) and 552 are female (63%).

Gender split



Overall Outcome

The results are calculated based on full-pay relevant employees and show that there has been a reduction in the group mean gender pay gap of nearly 1% compared to the previous year

Gender pay gap				
				
Mean	2020 -	£14.44	£15.34	5.9%
	2019 -	£14.26	£15.28	6.7%
Median	2020 -	£13.55	£14.80	8.45%
	2019 -	£13.55	£14.80	8.45%



For the overall education sector the Office for National Statistics in 2020 found the mean average pay gap to be 17.1% and median average to be 24.6% both of which is higher than the College Group.

Bonus Payments

(Long Service/Standard Support Payments only)

These bonus payments are calculated on all relevant employees.

- The College makes minimal payments in this area.
- Under the regulations long service awards and standard support payments fall into this category. The College group do not make any other bonus payments
- For long service awards across the group, the value of the awards is based on the length of service with 30 years being £200 and 20 years being £150. In the 12 month period covered 13 awards were paid - 7 were to women and 6 to men.
- The standard support payment is paid to qualifying support staff at Hartlepool Sixth Form College. Those staff who successfully apply for the payment receives a one-off payment of £320 (pro-rata for part time staff). In the 12 month period covered the College made 10 such payments, 8 were to women and 2 to men.
- Proportionally this means that 2.2% of males received a bonus and 2.5% of females.
- This equated to a mean bonus gender pay gap of -26.3% (difference of £46.65) and a median bonus gender pay gap of -63.8% (difference of £95.69) meaning that females received more bonus than males.



National comparison



Mean pay gap (education) *



College Group pay gap

*Office for National Statistics 2020



Bonus pay

Long service awards and standard support payments made to:



2019 - 2.8%
2020 - 2.5%



2019 - 1.4%
2020 - 2.2%

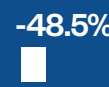


2019

Mean bonus gender pay gap

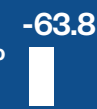


2020



2019



Median bonus gender pay gap



2020

Quartile Bands

These are based on the full-pay relevant employees

Employment quartile bands			Grand total
Lower Quartile	157 71.0%	64 29.0%	221
Lower Middle Quartile	134 60.6%	87 39.4%	221
Upper Middle Quartile	131 59.3%	90 40.7%	221
Upper Quartile	130 53.1%	90 40.9%	220

Actions we will take

The College Group is satisfied that the differences are not due to the underpayment of women in roles similar to male colleagues. We will continue to monitor this and we will undertake a review of;

- Our recruitment practise to see if we can encourage more female staff to apply into male dominated academic subjects.
- Additional analysis of ethnicity and disability pay gaps to determine appropriate actions to attract and retain a more diverse workforce

For and on behalf of Education Partnership North East



Naomi Robson
Assistant Principal (Resources & Legal Services)

What have we been doing to close the gender pay gap?

- Reviewed our internal recruitment process for candidate progression
- Carrying out workforce analysis to include terms and conditions across the organisation
- Reviewed exit rates by grades and gender of staff across the reporting year
- Reviewing our recruitment practices to encourage more female staff to apply into male dominated academic subjects
- Unconscious bias training for all staff involved in recruitment

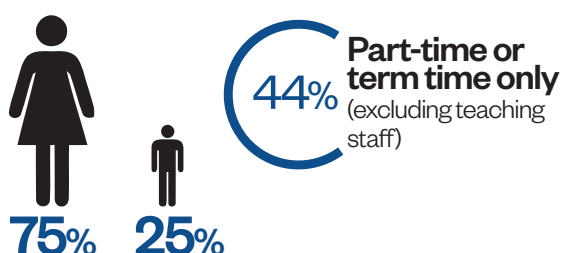
Why do we have a gender pay gap?

The make-up of staffing within the College Group has not changed significantly in the last year in terms of the male/female ratio even following the merger with Northumberland College and recent restructuring. The College Group still employs a higher proportion of female than male staff, 62% to 38%.

We have more females occupying senior roles within the organisation, reflected in the upper middle and upper quartiles.

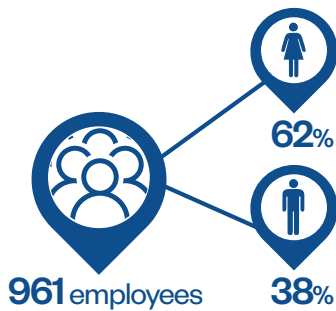
Conversely you will see in our report that we have higher proportions of females that lie within quartiles 1 and 2. These are the quartiles which have lower paid salaries and include canteen/refectory (in common with the rest of the UK).

44% of our entire workforce are part-time or term time only (excluding teaching staff). Of this 75% are female and 25% are male. Demonstrating that we have more part-time and term time opportunities largely being filled by women.



Gender pay gap report summary

Gender split



Gender pay gap

Mean	2020 - 2019 -	£14.44 £14.26	£15.34 £15.28	5.9% 6.7%
Median	2020 - 2019 -	£13.55 £13.55	£14.80 £14.80	8.45% 8.45%



National comparison



Mean pay gap
(education) *



College Group
pay gap

*Office for National Statistics 2020

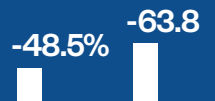


Bonus pay

Long service awards and standard support payments made to:



2019 2020
Mean bonus
gender pay gap



2019 2020
Median bonus
gender pay gap

Employment quartile bands

			Grand total
Lower Quartile	157 71.0%	64 29.0%	221
Lower Middle Quartile	134 60.6%	87 39.4%	221
Upper Middle Quartile	131 59.3%	90 40.7%	221
Upper Quartile	130 53.1%	90 40.9%	220

Why gender pay gap?



75%



25%



Part-time or
term time only
(excluding teaching
staff)

Actions

- Review our recruitment practise to see if we can encourage more female staff to apply into male dominated academic subjects.
- Undertake additional analysis of ethnicity and disability pay gaps to determine appropriate actions to attract and retain a more diverse workforce