

Gender Pay Gap Reporting Statement 2023

Context

From 2017, any UK organisation employing 250 or more employees must report on its gender pay gap in six different ways: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses, and the number of men and women according to quartile pay bands.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation. The mean gender pay gap is the difference between the mean hourly rate of pay of male relevant employees and that of female relevant employees. The median gender pay gap is the difference between the median hourly rate of pay of male relevant employees and that of female relevant employees.

Gender pay gap should not be confused with unequal pay. Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work or work of equal value, whereas the gender pay gap is a measure of the difference between the average hourly earnings of men and women. Colchester Institute is an equal pay employer.

Gender Pay Gap details

Our data is a snapshot as of 5th April 2023, when our workforce consisted of 425 women and 286 men. Our female to male percentage was therefore 60% to 40%. Our gender pay gap figure shows that Colchester Institute has a mean gender pay gap of 17.7% and a median gender pay gap of 23.3%. According to the Annual Survey of Hours and Earnings 2022 published by the Office of National Statistics, the national mean gender pay gap was 13.4% and the national median was 14.4%. These figures show that the college's pay gap is typical of employers across the country however men are disproportionately represented in higher paid roles.

Our organisation is predominantly female. This is a typical profile in many Colleges and has historically been caused by occupational segregation where in the absence of other options women have chosen to take up roles which offer part-time work to fit around caring responsibilities. Society at large has moved on with this with men now being in a position to take a more equal role in childcare or elder care. A key step to eradicating the pay gap in the College will be to build employment options at all levels of pay which allow women and men to fulfil family roles whilst working.

Colchester Institute - Gender Pay Gap data as @ April 2023 - Comparison

	As @April 23		As @ April 22	
Gender	Mean	Median	Mean	Median
Male hourly pay	£18.39	£18.42	£18.69	£18.06
Female hourly pay	£15.14	£14.13	£16.50	£13.85

	As @ April 23	As @ April 22
Mean Gender Pay Gap	17.7%	11.7%
Median Gender Pay Gap	23.3%	23.3%

	As @ April 23		As @ April 22	
Mean Gender Pay Gap	17.7%		11.7%	
	Male	Female	Male	Female
<i>For every £1 that men earn</i>	£1.00	£0.82	£1.00	£0.88
Median Gender Pay Gap	23.3%		23.3%	
	Male	Female	Male	Female
<i>For every £1 that men earn</i>	£1.00	£0.77	£1.00	£0.77

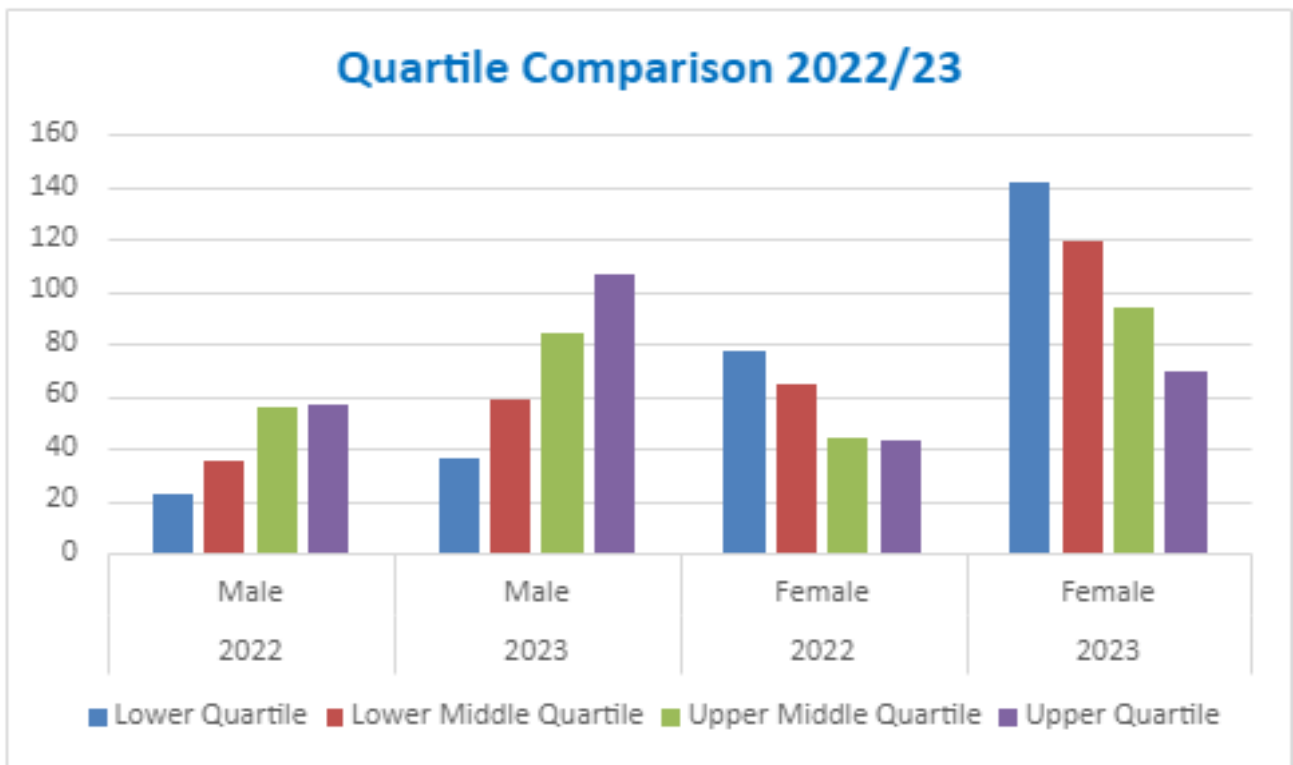
	As @ April 23			As @ April 22		
Lower Quartile	Headcount	Male	Female	Headcount	Male	Female
Female	142	20%	80%	122	23%	77%
Male	36			36		
	178			158		
Lower middle Quartile						
Female	119	33%	67%	103	35%	65%
Male	59			55		
	178			158		
Upper middle Quartile						
Female	94	53%	47%	69	56%	44%
Male	84			89		
	178			158		
Upper Quartile						
Female	70	56%	43%	67	57%	43%
Male	107			90		
	177			157		
Total Full Pay Relevant Employees	711	40%	60%	631	43%	57%

Bonus pay - in the relevant pay period, we did not pay any bonuses. The proportion of women and men who were paid bonus pay was therefore 0% for both. Accordingly, there is no mean or median difference in bonus pay to report.

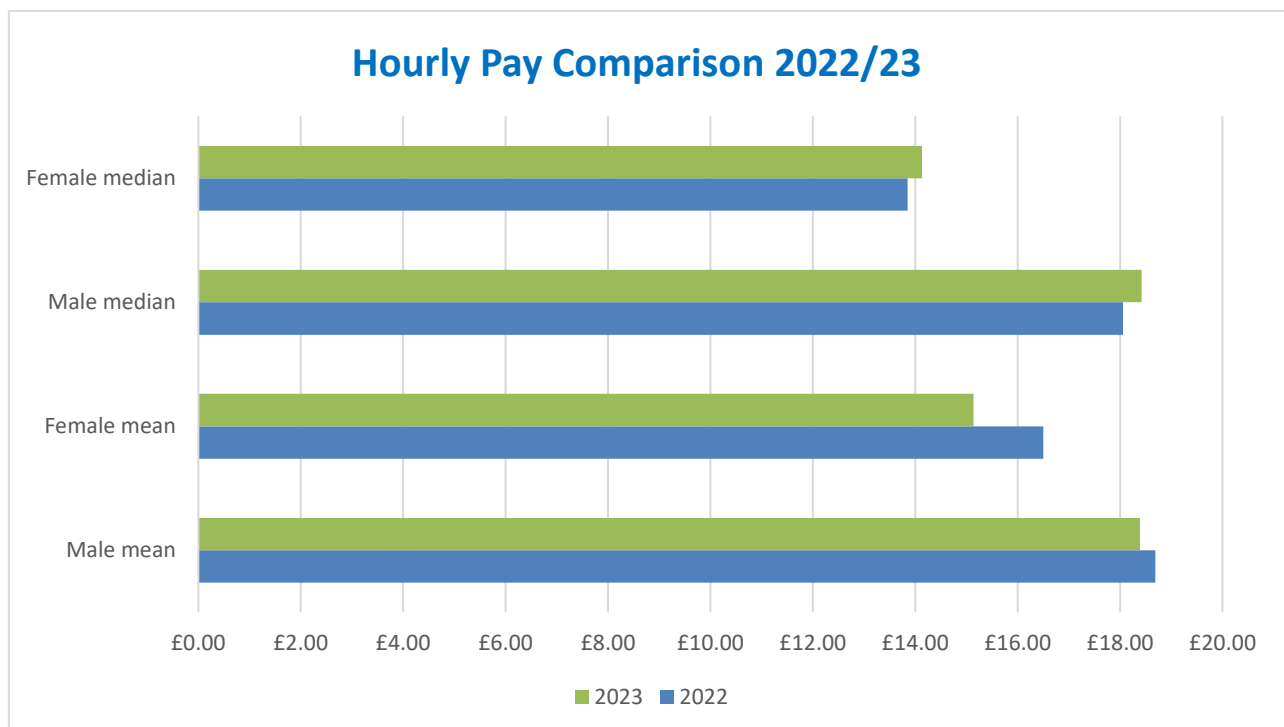
Gender Pay Gap Comparison 2022 and 2023

The mean average pay gap between 2022 and 2023 increased from 11.7% to 17.7%. However, the median average gap remained constant at 23.3%. This could be due to several factors such as an increase in the overall workforce whereby women represented the majority of the increase and fall into part-time roles; staff movements into different quartiles and the fact that teaching skills supplement payments for the harder-to-fill roles are still more prevalent in the male-dominated subject areas. There are 103 employees that have a general pay supplement of which 87% are men and 13% are female.

The graph below shows that compared to last year comparing male and female wages there continues to be a large disparity between the median average, males were paid £4.21 per hour more last year than females, and this year £4.29 per hour more.



The Upper Quartiles continue to be predominately Male and Lower Quartiles Female.



Taking action

We are committed to take steps to reduce both our mean and median gender pay gaps.

We are prioritising the following areas for action to build gender pay gap analysis into our management processes, and evening out the gender balance at Colchester Institute:

- Continue to enable flexible working practices and flexible approaches to work patterns to include people with family commitments at all levels of seniority.
- Ensure transparency in pay and promotion criteria so employees are rewarded in line with their contribution.
- Pay due regard to the impact of new policies on groups specified under the Equalities Act 2010.
- Encourage the uptake of Shared Parental Leave.
- To undertake a review of the existing pay framework.
- To share more information with our departmental leads, to have increased insight to their respective gender pay gap.
- For continued positive action to translate through our recruitment practices encouraging applications from underrepresented groups.
- To establish an Equality Pay Gap Working sub-group as part of our Equality, Diversity and Inclusion strategic priorities.

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act (Gender Pay Gap Information) Regulations 2017.

Kate Hancock
Director of Human Resources