

Gender Pay Gap Report as at 30/05/2023.

1. Useful definitions

The definition of employee for gender pay gap reporting includes:

- people who are directly employed with the organisation.
- workers and agency workers (those with a contract to do work or provide services).

The mean average is the total of the hourly pay of all employees divided by the number of employees.

The median average is the middle hourly rate when all employees' salaries are sorted from high to low.

2. Introduction

Kendal College is required by law to publish an annual gender pay gap report. The figures set out have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The requirements state that:

- Employers should not confuse the gender pay gap with equal pay, which concerns pay differences between male and female employees performing the same or similar work.
- Employers must publish six metrics for 2017, and each subsequent year, in respect of the "relevant pay period"

The six metrics are set out in the Regulations as:

1. the difference in the mean hourly rate of pay between male and female full-pay relevant employees (across all areas of the College)
2. the difference in the median hourly rate of pay between male and female full-pay relevant employees (across all areas of the College)
3. the proportions of male and female full-pay relevant employees in each of the four quartile pay bands.

The following 3 categories do not apply to Kendal College currently:

4. the difference in mean bonus pay between male and female relevant employees (across all areas of the College);
5. the difference in median bonus pay between male and female relevant employees (across all areas of the College);
6. the proportions of male and female relevant employees who received bonus pay (across all areas of the College).

3. Data and Analysis

This report is a snapshot of data from 31st March 2023. At this point in time, Kendal College employed 344 members of staff, and the gender profile is demonstrated in the following charts.

It is important to recognise that the gender pay gap differs to equal pay. Equal pay is in relation to pay differences between men and women who carry out the same job for different pay, which is unlawful.

The gender pay gap shows the difference in average pay of all men and the average pay of all women employed by the College. It is therefore important to note that it is possible to have genuine pay equality but still have a significant gender pay gap.

4. Results

Gender Pay Reporting 2022-23 (5th April 2023)		
Date - 26.05.2023	Period 2022-23	Author - Michelle Croukamp
Overall Staff Body		
Male	231	67.2%
Female	113	32.8%

Mean Pay	Hourly Rate	
	Overall	exc. Principal
Male	£ 17.62	£ 17.25
Female	£ 15.58	£ 15.58
Difference	-£ 2.04	-£ 1.67
	-11.6%	-9.7%

Median Pay	Hourly Rate	
	Overall	exc. Principal
Male	£ 17.85	£ 17.85
Female	£ 14.12	£ 14.12
Difference	-£ 3.73	-£ 3.73
	-21%	-21%

Pay Quartiles	1st (86)	2nd (86)	3rd (86)	4th (86)
Male	22	18	38	37
Female	64	68	48	49

Pay Quartiles	1st (86) Lower	2nd (86) Lower middle	3rd (86) Upper middle	4th (86) Upper
Male	25.58%	20.93%	44.19%	43.02%
Female	74.42%	79.07%	55.81%	56.98%

5. Response

Kendal College's median gender pay gap is significantly affected by the number of female staff who occupy the lower paid roles in the organisation. When one considers that the median is the middle number from a list of all male and female hourly rates, the following brings into context where that 'median' falls will differ significantly.

Job roles at the College which have an hourly rate of £10.42 – £26, there are:

- 212 females in these positions
- 105 males in these positions

For roles between £27 and £35 per hour there are:

- 14 females in these positions
- 4 males in these positions

And

For roles between £35 and £42 per hour there are:

- 3 females in these positions
- 6 males in these positions

With regards to the distribution of jobs in the lowest quartile, it is important to note that many organisations, even within the education sector, outsource their cleaning and catering operations. Job roles in these operational areas are predominantly filled by part-time female employees.

Kendal College do not outsource any of these operations and, therefore, they are included in this report. As a result, this contributes to the gap that exists.

6. Actions

Fair Treatment

Kendal College will continue the fair treatment of all staff irrespective of gender. Our regular equality and diversity training will ensure that there is no bias towards either gender from the point of recruitment right through to salary conversations and progression opportunities.

Equal Opportunities

As an equal opportunity's employer, we will continue to be committed in appointing the best candidate into any role, regardless of their gender or other factors covered in the Equality Act.

Flexible Working

We will continue to support staff who wish to work more flexibly, across all grades to ensure that our people could work in a way that works best for their career aspirations and home life.

Job Evaluation

Kendal College uses a job evaluation system to assess the relative value of jobs across the organisation, and this provides evidence in support of the allocation of jobs in our grading structure.