

Gender Pay Gap report – 2019

Introduction

Employers with 250 or more employees are now required to publish various figures to demonstrate how large the pay gap is between their male and female employees on an annual basis.

Dudley College of Technology is committed to the promotion of equality of opportunity for all its employees and is proud to be able to offer working hours and practices that are flexible, and enable people to balance work and life in a sustainable way.

The college is committed to empowering talented people at all levels and ensuring that its employees are developed and trained in line with their high ambitions and aspirations. The college offers a comprehensive training and development programme for all staff, including two dedicated staff development days each academic year, an aspiring managers programme, leadership and management programme and weekly upskilling sessions for staff.

Background

All employers with 250 or more employees are required to publish information about gender pay by 31st March 2020. This information is based on a snapshot date of pay on 31st March 2019.

At this date the workforce comprised of 55% female and 45% male with 62% full time and 38% part time or variable hours.

This analysis looks at gender pay differences within Dudley College of Technology, focusing on the overall pay difference between the male and female workforce.

Both the mean and the median gender pay gap figures have slightly increased from the 2018 Gender Pay Gap report.

These figures are still significantly affected by the college having a largely male executive team, losing a female member of the senior leadership team and the college's workforce comprising of more females than males. The report therefore looks deeper into pay to determine if there are any true pay inequalities across the workforce. A positive pay gap indicates that men are paid more, a negative pay gap indicated that women are paid more.

The gender pay gap is different to equal pay. Equal pay relates to men and women receiving equal pay for equal work, not meeting this requirement has been unlawful in the UK for over 45 years. The gender pay gap is a measure of any disparity in pay between the average earnings of males and females.

What do we report on?

Term	Definition
Mean gender pay gap	The difference between the mean hourly rate of pay of male's full-pay relevant employees and that of female full-pay relevant employees.
Median gender pay gap	The difference between the median hourly rate of male full-pay relevant employees and that of female full-pay relevant employees.
Mean bonus gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
Median bonus gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
Bonus proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period.
Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

The overall gender pay gap is defined as the difference between the median (actual midpoint) or mean (average) basic annual earnings of men and women expressed as a percentage of the median or mean basic annual earnings of men.

Mandatory gender pay analysis

Workforce profile

There were 798 employees working on the snapshot date of 31st March 2019. 439 were female and 359 were male. 496 employees were employed on full time contracts and 302 were employed on part time or variable hour's contracts.

The gender pay gap analysis is based on headcount as opposed to full-time equivalent numbers.

Men on average work 4.5 hours per week (34 hours) more than women (29.5 hours).

Gender pay gap – 31st March 2019

Mean

Average hourly rate of pay and the percentage difference between.

£14.52

Female



£17.39

Male

Dudley College of Technology's mean gap is 1.3% lower than the national average of 17.3%*.

Median

Middle hourly rate of pay and the percentage difference between.



Bonus - mean, median and proportions

Dudley College of Technology does not operate any bonus schemes and therefore has no bonus gender pay gap.

Proportion of men and women in each quartile pay band.

Below shows the workforce composition in each pay quartile. There are more women in the lower two pay quartiles. By comparison there is a more equal representation of men and women in the upper pay quartile.

Lower pay quartile

199 in lower quartile, 60 males (30%) and 139 females (70%).

Lower middle pay quartile

199 in lower middle quartile, 73 males (37%) and 126 females (63%).

Upper middle pay quartile

200 in upper middle quartile, 108 males (54%) and 92 females (46%).

Upper pay quartile

*Office of National Statistics 2019 Gender pay gap in the UK survey

200 in upper middle quartile, 118 males (59%) and 82 females (41%).

Proportional Pay Gap Analysis and Figures

The most reliable indicator of gender pay gap is the proportional pay gap. This takes into account the workforce composition and shows that across all pay grades, there is no significant gender pay gap.

The proportional pay gap compares the hourly rates of men and women on a like-by-like basis across each pay grade.

The percentage difference demonstrates for each grade how women are affected. A negative figure means that across the grade, women are paid more than men.

Pay grade	Proportional Pay Gap
Band 1	0.00%
Band 2	0.00%
Band 2/3	0.04%
Band 3	0.00%
Band 3/4	0.00%
Band 4	-0.03%
Band 4/5	0.00%
Band 5	-0.02%
Band 6	-0.02%
Band 7	0.00%
Band 8	0.00%
Trainer/Assessor	0.02%
Teaching	0.00%
Advanced Teacher	0.01%
Enhanced Teacher	0.00%
LMI	0.01%
LMI.5/LM2	-0.01%
Executive committee	0.00%
Senior post holders	0.00%



We are not complacent and work hard to ensure that Dudley College of Technology promotes diversity and equality of opportunity for our employees. We continue to monitor our workforce, empower talent at all levels to ensure we have working practices which are flexible, and enable people to balance work and life in a sustainable way.