



The Queen's
Anniversary
Prizes

2023



CITY COLLEGE PLYMOUTH - GENDER PAY GAP REPORT 2024



THE **LEARNING DESTINATION OF CHOICE**

FOREWORD

One of the key values of the College is to celebrate diversity and break down barriers to success.

City College Plymouth is therefore committed to equality, diversity and inclusion by reducing barriers and offering fair opportunity to all staff and students. Part of this commitment is to ensure that we provide the opportunities to all regardless of gender or any other reason that cannot be justified in job related terms.

The College publishes its gender pay gap data together with the promise that we will work to narrow any gaps. In an increasingly diverse world, we recognise that we have the responsibility of ensuring that our staff feel valued, included and rewarded on an equal platform.

The College takes pride in its commitment to equality and diversity, and continues to review all aspects of working and learning to ensure that we celebrate and promote equality, diversity and values for life and work in modern British society through our activities and events.

BACKGROUND

The Equality and Human Rights Commission defines the difference between equal pay and the gender pay gap as follows:

1. **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
2. the **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.

In accordance with the Government's Public Sector Employer Consultation, the College captured its gender pay data as a snapshot on 31 March 2024 when 63% of the College staff were female and 37% were male. The College publishes its gender pay gap report each year.

The data where appropriate has been broken down by both full-time and part-time staff, this has been done to aid our understanding and also to help identify if there are issues of concern within the part-time staff population.

RESULTS

Mean hourly rates

Mean hourly rates present the average hourly rate paid to male and female staff.



£15.95 £17.26

The mean gender pay gap is the difference between these two hourly rates of pay. The College's mean gender pay gap is **7.59%**.

Median hourly rates

The median pay gap focuses on the middle value in the distribution of hourly rates.



£15.04 £17.35

The median gender pay gap is the difference between these two hourly rates of pay. The College's mean gender pay gap is **13.31%**.

QUARTILES

The College staff are distributed across the four quartiles as follows. Each quartile contains 170 staff.

- First quartile = **31.8%** male and **68.2%** female
- Second quartile = **25.9%** male and **74.1%** female
- Third quartile = **41.2%** male and **58.8%** female
- Fourth quartile = **50.9%** male and **49.1%** female

In August 2023, the College TUPE transferred a number of staff into the College. These staff are all in the first quartile and are predominantly female. We could therefore have reasonably expected to see an increase in the percentage of female staff in the first quartile, but that is not the case. This evidences the work that we have been doing to encourage the recruitment of males into support roles and females into our lecturing and student facing roles - as shown by the increase in females in the second and third quartiles.

COMPARISONS

In the UK, 78% of reporting organisations have a gender pay gap that favours men. This is evidenced in the Office for National Statistics (ONS) Annual Survey of Hours and Earnings report which states the following information:

	Mean	Median
National	13.20%	14.30%
Public Sector	11.50%	14.00%
City College Plymouth	7.59%	13.31%

The College's mean and median gender pay gaps are therefore significantly lower than the national and public sector averages.

The College's mean and median gender pays have both reduced from last year.

	Mean	Median
City College Plymouth 2023	7.93%	17.93%
City College Plymouth 2024	7.59%	13.31%

GENDER PAY GAP SUMMARY

Our analysis shows that the overall difference between men and women's earnings is 7.59% (mean) or 13.31% (median) based on the hourly rates of pay at the snapshot date of 31 March 2024. Meaning that, on average, female employees are paid less than male employees, but that the mean gap is narrowing. It is important to remember that the calculation behind the gender pay gap is not the same as equal pay.

We meet our legal duties under the Equality Act 2010 to promote equality by:

- driving the agenda at the highest level
- developing and raising awareness across the organisation
- sharing good practice
- working with learners, staff and external partners to address barriers faced by particular groups to allow full participation
- monitoring, measuring and evaluating the impact of Equality and Diversity policies, and practice.

The College is committed to being an inclusive workforce and recognises that the Executive Leadership Team needs to represent females, equally, at the top of the organisation. There is good representation of female staff in management positions at the College with over half of the Drivers for Change Management Team being female. Where roles within this structure are directly comparable the posts are paid at the same grade or salary point.

Where pay gaps exist it is due to the individual nature and level of responsibility for each individual role. The College has clear pay scales based on role, skills and responsibilities.

The results from the quartile percentages arise due to a number of factors: The majority of our lower paid employees are in roles that are predominantly assistant roles. Often these roles are used as an entry to other roles in the workplace and are attractive to those who are returning to work following a career break or who require more flexibility with their working patterns.

In reviewing the data it is important that we look to increase the number of men in these support roles – customer services assistants, general administration roles and learning support assistants. We have seen an increase in the number of men in these roles over the last year, as demonstrated in the positive shift of the gender distribution of the lower quartile.

WORK SO FAR

We aim to create a culture and ethos of mutual respect, understanding and tolerance within a friendly, harmonious and safe learning environment. The Equality and Diversity Committee and Corporation receive updates generated from monitoring systems that report on College-wide equality performance.

As part of its Public Sector Duty, the College publishes its Equality and Diversity Annual Report, which includes progress towards equality objectives.

We fulfil our commitment by:

- embedding equality and diversity within all our practices
- advancing equality and diversity by tackling all forms of discrimination
- celebrating diversity and difference
- seeking to educate staff, students and the community to both foster good relations and recognise the benefits of a diverse community
- having 'Family Friendly' policies and procedures in place which are known to all staff which encourages both male and female employees to discuss flexible working arrangements which will not inhibit career progression.

The Mandatory Gender Pay Gap Reporting - Public Sector Employers Government Consultation document also highlights the requirement for public authorities to publish the difference between mean and median bonus payments paid to men and women. The College does not operate a bonus scheme and therefore no data is available for this metric.

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

WHAT'S NEXT?

The College monitors its Gender Pay Gap Action Plan and will continue to do so to address any differential in pay between men and women in the organisation. However, our pay scale structures minimise this.

This information will be updated annually with data from the 'snapshot' date each year.

Our aim is to close the gap year on year and to do this we are committed to:

- introducing a job evaluation scheme to ensure further parity of roles throughout the pay scales. This will also re-introduce the differentials between bandings to provide clearer career progression
- a commitment to being a Foundation Living Wage employer which will increase the hourly rates of our lower scale roles
- promoting our female role models internally and externally
- robust and consistently applied policies and procedures relating to equality, as well as rigorous oversight by the People Management function at the College to ensure there is no gender bias in any recruitment and selection or career promotion process
- improving opportunities for flexible working through the Work-life Balance and Special Leave arrangements
- taking gender into consideration when identifying succession planning
- ensuring that development and learning opportunities are available
- making the lower salary roles more attractive to men, by using male role models.

CONCLUSION

The College is confident that men and women are paid equally for doing the equivalent or same job. This is supported by our pay scale structures.

It is important to note that the College is committed to a fair and transparent recruitment and selection process, and that roles, new and existing, are financially rewarded based on the needs of the business and not on gender.

None of these initiatives will, of themselves, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, City College Plymouth is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

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City College Plymouth
Kings Road
Devonport
Plymouth
PL1 5QG



cityplym.ac.uk



01752 305300



info@cityplym.ac.uk



[f](#) [@cityplym](#)



City College Plymouth