

Gender Pay Gap Reporting (31st March 2023)

It is an annual legal requirement under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 for the College to publish the gender pay gap between male and female employees, based on the difference between their average earnings. The following table includes 2023-24 results with comparators:

	2023-24	2022-23	2021-22
Mean Gender Pay Gap	15.54%	16.95%	13.83%
Median Gender Pay Gap	32.28%	38.52%	27.37%
Mean Bonus Gender Pay Gap	0%	0%	0%
Medium Bonus Gender Pay Gap	0%	0%	0%

Mean calculates the difference between the average hourly rate of pay that male and female employees receive (total of all hourly rates divided by number of individuals).

Median calculates the difference between the 'middle-rate' of hourly pay that male and female employees receive (the hourly rate that appears halfway within an ascending list of all hourly rates).

In line with the regulations, the College must also report on the proportion of male and female employees in each of the four pay bands, where the lower quartile represents the lowest salaries, and the upper quartile represents the highest salaries. The proportion of males/females in each quartile is as follows for 2023-24 with comparators:

Quartile Data	Male				Female			
	2023-2024	2022-23	2021-22	2020-21	2023-2024	2022-23	2021-22	2020-21
Lower Quartile	22.2%	14.81%	19.15%	15.46%	78.8%	85.19%	80.85%	84.54%
Lower Middle Quartile	28.9%	19.02%	24.73%	22.45%	71.1%	80.98%	75.27%	77.55%
Upper Middle Quartile	42.4%	36.20%	44.09%	42.42%	58.6%	63.80%	55.91%	57.58%
Upper Quartile	55.9%	41.72%	41.49%	47.47%	44.1%	58.28%	58.51%	52.53%

The data shows that lower paid staffing groups are predominantly female. In management and academic roles, staffing has a higher percentage of females compared to males. However, there is a greater gap between the support staffing group with 78% being female compared to 22% being male. Approximately 50% of the support roles are Term Time Only, which typically attracts females with families.

The College is committed to equality of opportunity for all and is planning to introduce one pay scale that aligns to the AoC harmonised grades.

A clear pay structure will enable parity between roles and achieve equality when it comes to pay.

Although this will give equality of pay it may not impact the Gender Pay Gap and this will need to be closely monitored with differing strategies being adopted.

The areas that COPC is considering implementing are a competency based recruitment process. Ensuring that the recruitment process continues to be blind as far into the process as possible with only CVs being seen by recruiting managers which show experience and qualifications and the application form remaining in HR which includes the EEDI data.

We currently offer flexible working by offering a range of contract terms and informal flexible working arrangements, it may be of advantage to formalise this so that it can be utilised for recruitment.

We continue to ensure that all staff complete equality and diversity training. The theme of equality, equity, diversity and inclusion is embedded into all study and apprenticeship programs, promoting equal opportunity and dispelling gender stereotypes.