

## Gender Pay Gap Reporting

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. This is the first year the data has been processed for City of Portsmouth College and previous years refer to data collected from Highbury College:

	2022-23	2021-22	2020-21	2019-20	2018-19
Mean Gender Pay Gap	16.95%	13.83%	18.90%	Not reported due to Covid	17.00%
Median Gender Pay Gap	38.52%	27.37%	38.20%		30.80%
Mean Bonus Gender Pay Gap	0%	0%	0%	Not reported due to Covid	0%
Medium Bonus Gender Pay Gap	0%	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:

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**City of Portsmouth College**

Registered address: Tudor Crescent, Portsmouth PO6 2SA

**Tel:** 023 9238 3131 **Email:** [info@copc.ac.uk](mailto:info@copc.ac.uk) **Web:** [copc.ac.uk](http://copc.ac.uk)

**Sixth Form Campus**

Tangier Road,  
Portsmouth PO3 6PZ

**Highbury Campus**

Tudor Crescent,  
Portsmouth PO6 2SA

**North Harbour Campus**

Unit 1 Harbourgate, Southampton Road  
Portsmouth PO6 4BQ

**Arundel Campus**

49 Arundel Street,  
Portsmouth PO1 1SA

Quartile Data	Male				Female			
	2022 23	2021 22	2020 21	2018 19	2022 23	2021 22	2020 21	2018 19
<b>Lower Quartile</b>	14.81%	19.15%	15.46%	26.47%	85.19%	80.85%	84.54%	73.53%
<b>Lower Middle Quartile</b>	19.02%	24.73%	22.45%	17.82%	80.98%	75.27%	77.55%	82.18%
<b>Upper Middle Quartile</b>	36.20%	44.09%	42.42%	38.61%	63.80%	55.91%	57.58%	61.39%
<b>Upper Quartile</b>	41.72%	41.49%	47.47%	51.49%	58.28%	58.51%	52.53%	48.51%

All data collated shows that lower paid staffing groups are predominantly female. The mean calculation shows that a male typically earns 16.95% more than a female employee at COPC which means for every £1 a male earns, a female would earn £0.84. This has increased from 2021-22 where we saw a decrease to 13.83% but is still an improvement from previous years.

The median calculation shows that a female is typically paid 38.52% less than a male employee. This is the highest percentage we have seen in recent years and although there was a reduction in 2021-22, 2022-23 is higher than previous years.

Our average male female split for 2022-23 are 68.43% female and 31.58% male. 60% of the male workforce are in management or academic roles compared to females who have 63% being in a support role in which support roles have lower salaries.

In management and academic roles, the staffing has a higher percentage of female compared to male with there being on average 58% of these staffing groups being female. However, there is a greater gap between the support staffing group with 77% 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 in the process of reviewing its pay scales to align to the AOC harmonised grades creating job families to enable salary assessment and bench marking.

It is anticipated that this will help further to improving the gender pay gap,

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The college is reviewing its recruitment processes to enable competency based recruitment, it currently follows blind recruitment practices but a move to competency based will improve the position further.

We have a flexible working policy which is available to all staff from the first day of employment that enables staff to request to work flexibly in all roles within the college and the college should consider how they can promote this better to entice more females in to academic and management roles. The college should support and encourage both male and female staff across the College to discuss flexible working arrangements to assist them with caring responsibilities without inhibiting their career progression.

The College continue to ensure all staff complete equality and diversity training with new starters completing as part of induction and remaining staff to complete refresher training. The theme of equality, diversity and inclusion is embedded into all study and apprenticeship programmes promoting equal opportunity and dispelling gender stereotypes.

The College publishes its annual gender pay gap report on Its website.

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