

Introduction

As an employer of over 250 staff, Morley College has a statutory duty to report on its gender pay gap annually. Employers need to publish six calculations showing:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

The “snapshot” date for this analysis of this data is 31st March each year. Due to impact of the Covid-19 pandemic, the reporting deadline for 2020 data was extended from 30th March 2021 to 5th October 2021. Below gives the data for March 2020 (in blue) and March 2019 (in green for comparison).

Findings

This data is the first to include staff transferred from KCC under TUPE and as such the number of staff in scope (paid in the March 2020 payroll) was 709 in 2020 as opposed to 551 in 2019.

Gender pay gap in hourly pay

- mean gender pay gap in hourly pay :0.77%
- median gender pay gap in hourly pay: -1.0%

The data shows no significant gender pay gap using both mean and median calculations. The Mean gender pay gap remains low at 0.77% in favour of men (a very slight increase from 0.11% the previous year), while Median pay gap is -1.0% in favour of women (a very slight decrease from -1.4% the previous year).

The average pay per hour has however decreased from a mean of £27.05ph and Median of £32.40 per hour in 2019, to a Mean of £25.29ph and a median of £26.86ph in 2020. This is most likely due to the rates of pay of staff from KCC who were transferred across on their existing terms and conditions, and in

particular the rate of pay of KCC sessional tutors (VHLs) which is at a lower per hour than their counter parts at Morley College. The College has started to consult with unions on aligning academic terms and conditions which would result in all staff across the College being paid on the same salary scale for roles of a similar type.

Gender pay gap in bonus pay

- proportion of males and females receiving a bonus payment 1.23% of men received a bonus, 0% of women
- mean bonus gender pay gap : 100%
- median bonus gender pay gap: 100%

During this reporting period, under the College's pay policy, only Senior Post Holders (5 members of staff) were eligible for bonuses under the College's remuneration policy for Senior Post Holders. During the 12 months prior to the snapshot date, 3 of these Senior Post Holders received a bonus , making up 1.23% of males paid on the snapshot date. As all Senior Post Holders at this time were male, no females received bonuses, making the mean and median bonus gender pay gap 100%

The mean average of bonus paid was £801.12

The median average of bonus paid was £800

Pay quartiles by gender

The data also shows a decrease (3%) of women in the lower middle quartile, and an increase (3.3%) of women in the lower quartile.

Outcome

The results of this report will be considered when the Chief People Officer develops the College's People Plan and in relation to the action plan for the College's cross-cutting theme of Equality, Diversity and Inclusion.

to the EDI sub-sub-strategy.

Michelle Punt

Head of People Operations

24th April 2021

GENDER PAY GAP ANALYSIS MARCH 2020			
MEAN			
	Column Labels		
	Female	Male	Grand Total
Average of £ per hour in March	25.22	25.42	25.29
Mean Gender Pay Gap	0.77%		

MARCH 2019 DATA FOR COMPARISON			
MEAN			
	Column Labels		
	Female	Male	Grand Total
Average of "Hourly ordinary pay (T)"	27.04	27.07	27.05
Mean Gender Pay Gap	0.11%		

MEDIAN		Overall Median pay per hour:
Median rate Male	26.86	26.86
Median rate Female	27.12	
Median gender pay gap	-1.0%	

MEDIAN		Overall Median pay per hour:
Median rate Male	32.04	32.40
Median rate Female	32.50	
Median gender pay gap	-1.4%	

QUARTILES		
Total female in Lower quartile	122	68.5%
Total male in Lower quartile	56	31.5%
Total female in Lower Mid quartile	107	60.5%
Total male in Lower Mid quartile	70	39.5%
Total female in Upper Mid quartile	120	67.8%
Total male in Upper Mid quartile	57	32.2%
Total female in Upper quartile	116	65.5%
Total male in Upper quartile	61	34.5%
Total	709	

QUARTILES		
Total female in Lower quartile	90	65.2%
Total male in Lower quartile	48	34.8%
Total female in Lower Mid quartile	87	63.5%
Total male in Lower Mid quartile	50	36.5%
Total female in Upper Mid quartile	95	68.8%
Total male in Upper Mid quartile	43	31.2%
Total female in Upper quartile	91	65.9%
Total male in Upper quartile	47	34.1%
Total	551	

	Female %	Male %
Lower quartile	68.5%	31.5%
Lower middle quartile	60.5%	39.5%
Upper middle quartile	67.8%	32.2%
Upper quartile	65.5%	34.5%

	Female %	Male %
Lower quartile	65.2%	34.8%
Lower middle quartile	63.5%	36.5%
Upper middle quartile	68.8%	31.2%
Upper quartile	65.9%	34.1%