

# Gender Pay Gap Report 2023

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## Introduction

This report sets out the gender pay gap statistics for Morley College in relation to the snapshot date of 31 March 2022.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, **Morley College London** is legally required to publish, on an annual basis, specified information relating to their gender pay gap. 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 following information has been calculated in accordance with the Regulations.

## The gender pay gap

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

It is important to note the difference between equal pay (where roles of equivalent value secure the same salary) and gender pay which looks at the difference across all roles between the average and median pay of males and females.

## Organisational context

Morley College London is a vibrant, welcoming and diverse educational hub, with centres in North Kensington, Chelsea and Waterloo offering a wide variety of learning, including art and design, music, dance, health, humanities, and languages, to tailored provision for 16-18 year olds. Classes run during the day, in the evening and at weekends, and offer full and part time learning opportunities for adults of all ages, whatever their experience in learning to date. The College delivers thousands of unaccredited specialist and accredited courses, to over 17,000 students each year. We look to recruit, retain and develop individuals who are professional, committed to education, and put learners' needs first.

This data snapshot represents the second year of data unaffected by COVID19 and so gives us a two year comparison period for reference.

### **Our commitment to equality and diversity**

The College has a strong commitment to equality, diversity and inclusion and anti-racism. All staff and students are responsible for ensuring that diversity is valued and that all staff promote an inclusive College, which goes beyond meeting legal obligations and helps Morley contribute to social justice and community cohesion.

The College therefore takes its commitment to gender equality seriously and is active in taking steps to ensure that it is an inclusive and diverse place to work and study. Such measures include:

- Widely advertising vacancies.
- A competency-based approach to recruitment which includes an “anonymised” shortlisting process with assessment of candidates against objective role related criteria and appointments being made on the basis of merit
- Ensuring our recruitment panels are diverse and reflect our students and our local communities
- Setting fixed pay scales for roles of the same type across the organisation.
- The provision of specific recruitment and selection training for managers.

### **Gender Pay Gap**

As an organisation employing more than 250 people, Morley College London is required by law to publish gender pay gap information every year showing the difference in average earnings for men and women on the snapshot date of 31 March 2022.

The data for 2023 shows:

Mean gender pay gap	3.88%
Median gender pay gap	-4.4%
Mean bonus gender pay gap	Not Applicable
Median bonus gender pay gap	Not Applicable
Proportion of male employees who receive a bonus	Not Applicable
Proportion of female employees who receive a bonus	Not Applicable

### **Mean gender pay gap**

Based on the mean (or average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is 3.9% (rounded to one decimal place), meaning that on average women are paid less than men by 3.9% across the workforce. This compares to a gap of 4.6% in 2022, meaning that in the last year our mean gender pay gap has reduced by 0.7%.

### **Median gender pay gap**

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, the median gender pay gap shows that the median position for women is higher than that for men by 4.4%.

### **Gender bonus gap**

No employees were paid a bonus in this relevant pay period.

### **Pay quartiles by gender**

The following tables separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees. The first table sets out the proportion of women and men that make up each quartile individually.

<b>Band</b>	<b>Female</b>	<b>Male</b>
Lower quartile	67.9%	32.1%
Lower middle quartile	57.7%	42.3%
Upper middle quartile	70.1%	29.9%
Upper quartile	59.1%	40.9%

The following table sets out the number of women and men broken down by quartiles:

Band	Female		Male	
	% of total workforce	Number of staff	% of total workforce	Number of staff
Lower quartile	17%	93	8.0%	44
Lower middle quartile	14.4%	79	10.6%	58
Upper middle quartile	17.5%	96	7.5%	41
Upper quartile	14.8%	81	10.2%	56

The College's workforce remains largely female, with women making up 64% of staff covered by this report and men 36%. The quartile information shows that women are generally well represented at the College across all pay quartiles and increasingly in the upper quartile.

Since last year's report another woman has been appointed to the Senior Leadership Team and this year 29 of the top 50 earners within Morley are women. The majority of promotions within the College were for women (16 out of 20) and the proportion of both starters and leavers reflected the overall breakdown by gender of our workforce. Further work is needed to ensure all barriers to progression for women are removed and that we consistently support and encourage women within Morley to progress their careers with us. We will continue to use different routes to market for all roles to promote diversity within the College that reflects our students and the communities we serve.

The use of sessional (or hourly paid) colleagues in teaching roles affects the proportion of women within the workforce and whilst some movements this year reflect progress, the reduction in the number of sessional roles used has also reduced the number of women within the College and as these are amongst our lower paid colleagues, this will mean the median point of salaries itself has reduced. These roles however also provide useful flexibility for colleagues especially with caring responsibilities, which often can be roles filled by women.

### **Action plan to address gender pay disparity**

We are committed to reducing, and subsequently closing, any identified gender pay disparity. This commitment, however, is made in line with our understanding that a period of time and exploration of a number of different actions may be needed in order to achieve this aim.

While our gender pay gap remains relatively small, Morley College London is not complacent and is committed to addressing the underlying causes of such a gap.

- Including equality and inclusion statements in our recruitment materials especially for senior roles where women are underrepresented in the College
- Implementing talent pipelines through investment in leadership and development training for our management cohorts
- Exploring flexible working arrangements and working patterns / meeting structures to support a more diverse workforce, including those with caring and parental responsibilities, often women.

### **Confirmatory statement**

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Signed: *Alison McNamara*

**Date of statement: 27 March 2024**

**Name: Alison McNamara, Chief People Officer**

### **Contact**

Please direct any queries relating to this gender pay gap report to *Alison McNamara, Chief People Officer* by contacting them:

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