Gender Pay Gap

Gender Pay Gap – based on data from 31st March 2024

The College has produced the following information in line with the draft Equality Act 2010 (Gender Pay Gap Information) Regulations 2016.

The following data is based on the relevant pay period leading up to the snapshot date of 31st March 2024 ie March 2024 payroll. The data of hourly rates for employees was compiled. Where an individual member of staff has more than one contract the average of the rates was used.

The hourly rate was calculated by taking the monthly salary multiplying this by 7 and dividing it by 30.44 ie the number of days within the relevant pay period, as defined in the legislation.

The required calculations were then undertaken.

The mean gender pay gap

The hourly rate pay data was split into males and females. The average hourly rate for each gender was calculated by totalling the hourly rates and then dividing them by the number of staff within that group. This gives two figures:

Mean hourly rate of pay of all full-pay relevant male employees **(A)**
Mean hourly rate of pay of all full-pay relevant female employees **(B)**
The final calculation is as follows:

$$\frac{(A-B)}{A} \times 100 = \text{mean gender pay gap}$$

Summary

Mean gender pay gap	**Mar-24**	**Mar-23**
Mean hourly rate of pay of all full-pay relevant male employees	£20.74	£18.16
Mean hourly rate of pay of all full-pay relevant female employees	£20.01	£17.45
Difference	£0.73	£0.71
Mean gender pay gap as a percentage	**3.52%**	**3.91%**

Conclusion men are paid on average more than women by 3.52%

The median gender pay gap

The hourly rate pay data was split into males and females. The lists were sorted in ascending hourly rate order. The hourly rate of the individual at the midpoint of each list was the median hourly rate. The calculation above was then undertaken.

Summary

Median gender pay gap	**Mar-24**	**Mar-23**
Median hourly rate of pay of all full-pay relevant male employees	£21.73	£19.30
Median hourly rate of pay of all full-pay relevant female employees	£20.63	£18.25
Median gender pay gap as a percentage	**5.06%**	**5.44%**
Conclusion men are paid on average more than women by	**5.06%**	
Median pay rate for all full pay relevant staff	**£20.95**	

Salary quartiles

The list of male and female members of staff was then amalgamated. The list was sorted in ascending hourly rate order. The list was then split into 4 quartiles, and the data was then analysed in terms of number of male and female staff in each quartile. This is to determine if there are any obstacles to women progressing within the organisation. The data showed a similar percentage of women in the lower and upper quartiles indicating there is no blockage to progression.

Salary Quartile	Total	Male	Female	% Male	% Female
Lower quartile	231	61	170	26.41	73.59
Lower middle quartile	230	69	161	30.00	70.00
Upper middle quartile	230	83	147	36.09	63.91
Upper quartile	230	70	160	30.43	69.57

Key Observations

- Solihull College and University Centre operates grading structures that apply to both female and male staff and there is no differential between vocational areas that may be gender prevalent.
- In 2023, pay gap analysis was carried out with two significant groups of staff – fulltime and fractional lecturing staff and the business support staff group. The pay gap was under 0.1% for both groups. Furthermore, hourly paid teachers are all paid at the same rate.
- The pay gap is largely explained by the lower quartile profile, which has a 73.59% female profile, as apposed to no more than 63.91% in the upper middle quartile. The upper quartile profile has changed slightly, which we believe has contributed to a slightly reduced gender pay gap.
- The pay gap would be addressed by ensuing equal representation of women and men in each of the quartiles.

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