

Gender Pay Gap Report

March 2024



Introduction

The Government under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 introduced gender pay gap reporting. The College Group now has a legal duty to report and publish data on gender pay on both the College Group website and via the Government Equalities Office.

The purpose of gender pay reporting is for organisations in the public sector with over 250 employees to report on and illustrate the difference between the average earnings of men and women in their organisation.

This year's report marks the fifth data return for Education Partnership North East since we merged with Northumberland College in March 2019. Sunderland College first reported in March 2018 in line with the new legislation. In 2019 Hartlepool Sixth Form College was first included in the data return.



Naomi Robson
Vice Principal Resources

Equal pay versus gender pay

Whilst both equal pay and the gender gap deal with the difference (disparity) in pay women receive in the workplace, they are two different issues:

Equal pay: Means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.

Gender pay gap: Is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

As explained by the Equality and Human Rights Commission the causes of the gender pay gap are complex and can be overlapping. Factors include:

- Highest paid sectors are male-dominated
- Girls often do well at school, but tend to end up concentrated in employment sectors that offer narrower scope for financial reward
- Many of the highest paying sectors are disproportionately made up of male employees
- The effect of part-time work
- The difference in years of experience of full-time work, or the negative effect on wages of having previously worked part-time or of having taken time out of the labour market to look after family
- Unconscious stereotyping, with assumptions about women not wanting to accept promotion, or not being in a position to do so, particularly where they have caring responsibilities

Our Approach



We have a strong focus on inclusivity and equality and diversity across our College Group which comprises of Hartlepool Sixth Form College, Northumberland College and Sunderland College. We recognise the benefits a diverse college community brings, the greater the mix of people, the greater the mix of knowledge, skills, perspectives and ideas that can be drawn upon.

Our pay approach is to treat all our staff fairly irrespective of gender and we operate structured salary spines for each job role across the group.

Since April 2020 all our college staff are paid the real living wage, ensuring that Northumberland College staff moved onto the model already adopted in Sunderland College and Hartlepool Sixth Form College.

We see ourselves as a supportive employer that offers a range of flexible working opportunities for our employees.

Within our sector there are specific subjects that are more difficult to recruit to which means that on occasion a Market Rate supplement is required. Areas such as multi-skilled trades and engineering predominantly attract male applicants and again this is reflective of gender imbalances that exist in these areas nationally.

Staff development is key for all staff and we are keen to offer career progression opportunities to all employees who wish to progress. Our job adverts are open to internal candidates to encourage internal movement and progression across the College Group and our different campuses and departments.



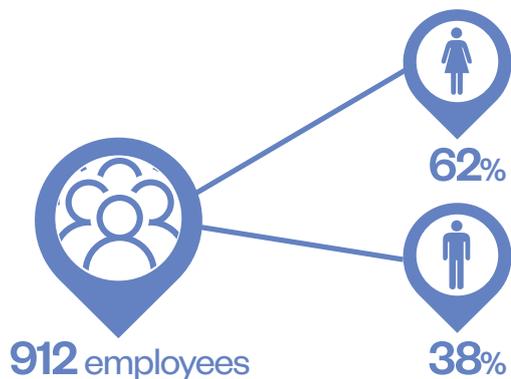
Background Information

The regulations specify that the data must be a snapshot of 31 March 2023, this is taken from our payroll data. They advise that a pay period of a month equates to 30.44 days.

All employees who are paid are included in the calculations; permanent, fixed term and casual. If a casual employee has irregular working hours then the average earnings over a 12 month period have been used. Basic pay is comprised of allowances (including Market Rate Supplement payments).

The following are excluded from any calculations: overtime pay, redundancy or termination payments, or non-cash benefits such as those paid through salary sacrifice.

Gender split at EPNE



The regulations require us to report on six specific calculations and they also outline the methodology we have to use and what is included in each calculation. These are listed below;

- 1 Mean average gender pay gap
- 2 Median average gender pay gap
- 3 Mean average bonus gender pay gap
- 4 Median average bonus gender pay gap
- 5 Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- 6 Proportion of males and females when divided into four groups ordered from lowest to highest pay

The regulations split employees into two different categories for this reporting, these are called **relevant employees** and **relevant full-pay employees**.

A relevant employee is someone employed by the College Group as at the 31 March 2023. This equates to a total of 912 employees of which 348 are males (38%) and 564 are females (62%). This split of male to female staff is common in the FE sector.

A full-pay relevant employee is someone who is employed by the College Group and is receiving “full pay” during the specified pay period. If an employee is paid less than their usual rate of pay or zero (i.e. due to sickness or maternity for example) then they are not classed as a “full-pay relevant employee”. Within our College Group this equated to 825 employees in total of which 319 are male (39%) and 506 are female (61%).

Overall Outcome

The results are calculated based on full-pay relevant employees and show that there is a widening of both gender pay gaps compared to last year's return with the mean increasing by 1.5% and the median by 0.4%.

Gender pay gap				
Mean	2023	£15.27	£16.58	7.9%
	2022	£14.81	£15.82	6.4%
	2021	£14.71	£15.71	6.4%
	2020	£14.44	£15.34	5.9%
	2010	£14.26	£15.28	6.7%
Median	2023	£13.96	£15.71	11.1%
	2022	£13.42	£15.02	10.7%
	2021	£13.68	£14.80	7.6%
	2020	£13.55	£14.80	8.45%
	2019	£13.55	£14.80	8.45%

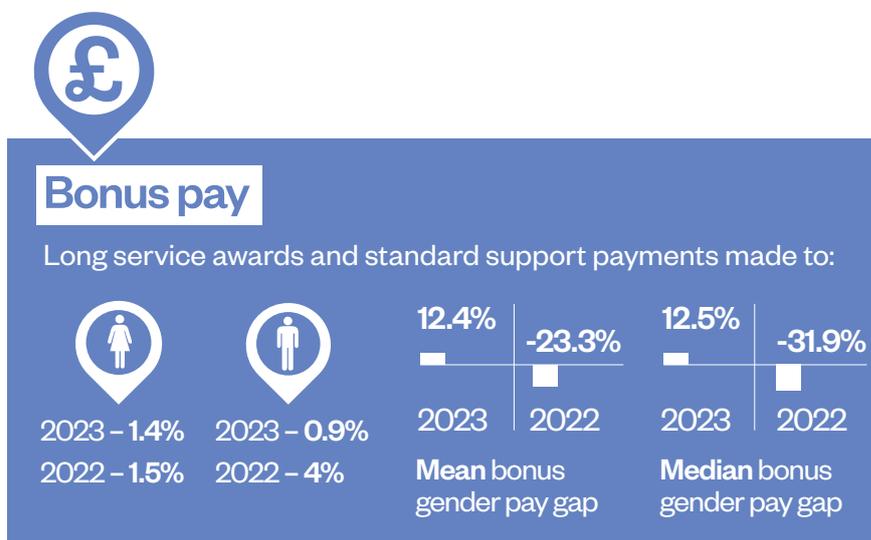
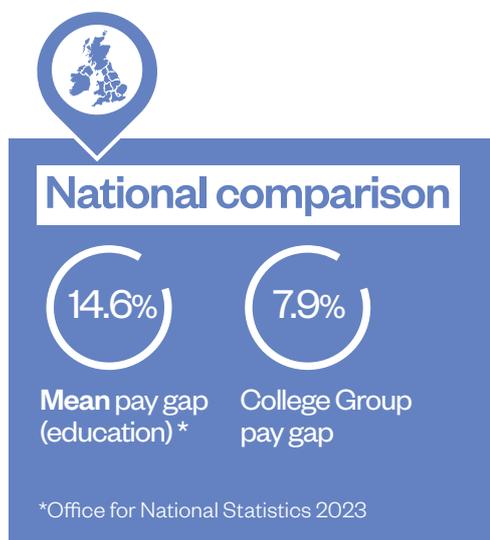
For the overall education sector the Office for National Statistics in 2023 reported a provisional decrease in the mean and an increase in the median pay gaps. It found the mean average pay gap to be 14.6% and median average to be 21.3%. Provisional pay gaps reported for the tertiary education sector is 14.8% mean and 11.2% median. Both national sector figures for mean pay gap is significantly higher than the College Group figures.

Bonus Payments

(Long Service/Standard Support Payments only)

These bonus payments are calculated on all relevant employees.

- The College Group makes minimal payments in this area
- Under the regulations long service awards and standard support payments fall into this category. The College Group do not make any other bonus payments
- For long service awards across the group, the value of the awards is based on the length of service with 30 years being £200 and 20 years being £150. In the 12 month period covered 8 awards were paid – 6 were to women and 2 to men
- The standard support payment is paid to qualifying support staff at Hartlepool Sixth Form College. Those staff who successfully apply for the payment receive a one-off payment of £320 (pro-rata for part-time staff). In the 12-month period covered, the College Group made 3 such payments, 2 were to women and 1 to men
- Proportionally this means that 0.9% of males received a bonus and 1.4% of females
- This equated to a mean bonus gender pay gap of 12.4% (difference of £27.62) and a median bonus gender pay gap of 12.5% (difference of £25) meaning that males received more bonus than females in terms of mean and median bonus pay gap



Quartile Bands

These are based on the full-pay relevant employees:

Employment quartile bands			Grand total
Lower Quartile	152 73.4%	55 26.6%	207
Lower Middle Quartile	130 63.1%	76 36.9%	206
Upper Middle Quartile	113 54.9%	93 45.1%	206
Upper Quartile	111 53.9%	95 46.1%	206
Grand Total	506	319	825

Why do we have a gender pay gap?

The make-up of staffing within the College Group has not changed significantly in the last year in terms of the male/female ratio and still employs a higher proportion of female than male staff, 62% to 38%.

We have more females occupying senior roles within the organisation, reflected in the upper middle and upper quartiles however there has been an increase in the number of males occupying roles within these pay quartiles compared to previous years.

Conversely, you will see in our report that we continue to have higher proportions of females that lie within quartiles 1 and 2. These are the quartiles which have lower paid salaries and include positions within the canteens/refectories for example.

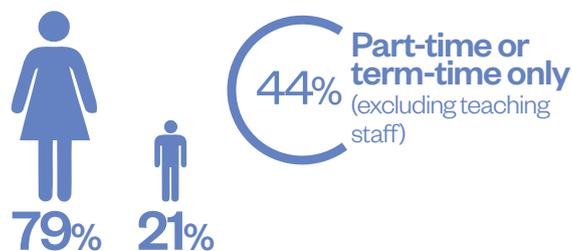
44% of our entire workforce are part-time or term-time only (excluding teaching staff). Of this 79% are female and 21% are male. This demonstrates that we have more part-time and term time opportunities largely being filled by women.

Actions we will take:

The College Group is satisfied that the differences are not due to the underpayment of women in roles similar to male colleagues. We will continue to monitor this and we will undertake a review of:

- Our recruitment practice to see if we can encourage more female staff to apply into male dominated academic subjects
- Additional analysis in line with the gender pay gap service recommendations to further understand why the pay gap has widened and appropriate actions which can be implemented to reduce the gap
- Our existing process for capturing exit data and carry out additional leaver data analysis to understand reasons for leaving to determine appropriate actions to encourage retention
- Non declaration of equality data and take agreed actions in conjunction with the EDI committee to encourage an increase in applicant and workforce declarations

Why gender pay gap?

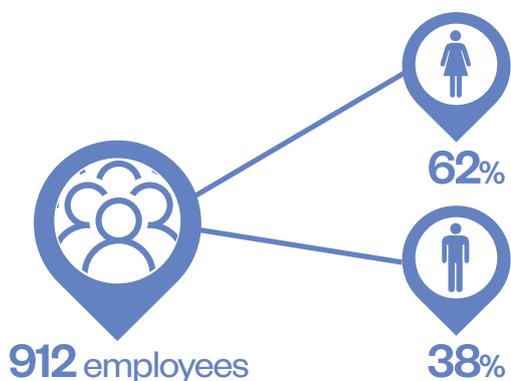


For and on behalf of Education Partnership North East

Naomi Robson
Vice Principal Resources

Gender Pay Gap Report Summary

Gender split at EPNE

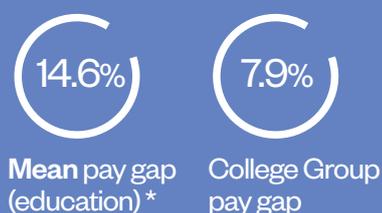


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National comparison



*Office for National Statistics 2023



Bonus pay

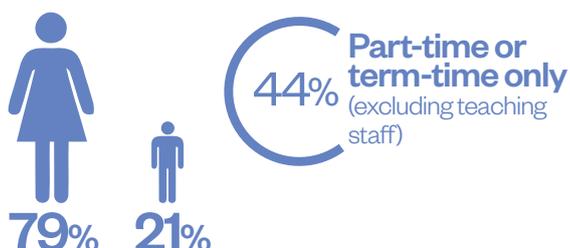
Long service awards and standard support payments made to:



Employment quartile bands

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Education
Partnership
North East

S
Sunderland
College

N
Northumberland
College

H6
Hartlepool
Sixth Form
College