



**Tameside
College**



Clarendon
Sixth Form College

Gender Pay Gap Report Tameside College March 2024

Tameside College is required by law to publish an annual gender pay gap report. This report details the pay information for staff employed on 31 March 2023.

- The mean gender pay gap for Tameside College is 8.98%
- The median gender pay gap for Tameside College is 16.8%.
- Tameside College does not operate a bonus scheme; as such there is not a requirement to report on bonus payments.

Pay Quartiles by Gender

Band	Males %	Females %	Description
A	32 (29%)	79 (71%)	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	27 (24%)	85 (76%)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	47 (42%)	65 (58%)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	67 (60%)	45 (40%)	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the recommended methodologies and guidance.

What are the underlying causes of Tameside College's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Tameside College is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

As such, it:

- Utilises objective pay spines to establish particular salaries for particular roles.
- Only uses recruitment difficulty supplements where the job market dictates the need to do so to facilitate recruitment of good and outstanding staff members.

Tameside College is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. It should be noted that within the College there are curriculum areas that are more difficult to recruit to than others and this is reflective of the position nationally. Such areas include Engineering, Construction and A Levels which in order to recruit successfully to these areas, the College is required to provide a salary enhancement to attract suitably skilled individuals. There is no differentiation between female and male salaries within these roles. Such roles predominantly attract male applicants and again this is reflective of gender imbalances that exist in these areas nationally. The College actively encourages female staff (and vice versa with males in female dominated environments) to apply for jobs in what are still seen to be traditionally male dominated roles.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations – that said Tameside College bucks this trend, with 62% of our senior leadership team being female. Within three quartiles females are a higher percentage of the workforce at Tameside College than males.

This pattern from the UK economy as a whole is reflected in the make-up of Tameside College's workforce in Band A and B, where many of the roles are filled by more women than men. There is more of an equal balance between men and women in Band C with 58% females and 42% males. In Band D males are a higher proportion with 60%, although the Senior Leadership team comprises of 5 females and 3 males

How does Tameside College's gender pay gap compare with that of other organisations?

At 16.8% the Tameside College median gender pay gap is 2.50% above the median gender pay gap for the UK as reported on the official government website at just over 14.3%. At 16.8% the Tameside College median gender pay gap is 13% above the median gender pay gap for the

profession of Teaching and other educational Professionals as reported in the ONS studies (April 2023) at 3.8% The data that we are comparing for Tameside College is the median. The median for the Teaching and other educational Professionals in the north west is 3.7% the median gender pay gap for Tameside College is 13.1% higher than this.

What is Tameside College doing to address its gender pay gap?

While Tameside College's gender pay gap does not compare favourably with the teaching and education sector for the UK. Within the local area Tameside College does compare favourably. At 16.8% Tameside College median pay gap is 8.9% above Bolton College median of 7.9% and 6.7% higher than Bury College, 1.1% higher than Blackburn College and Tameside College has the same median as Oldham College. Tameside College is committed to doing everything that it can to reduce the gap.

To date, the steps that Tameside College has taken to promote gender diversity in all areas of its workforce include the following:

- Where there are gender imbalances such as in construction trades and engineering the college has worked hard to increase the number of learners from the minority gender, in both staffing and for learners. I.e. girls into STEM, women in construction. High quality local case studies have been used to promote minority genders in these areas.
- The introduction of the College Values and Behaviour framework – specifically value and respect, creating a safe, inclusive and productive environment and treat everyone fairly, with dignity and mutual respect.
- An increase in our lowest pay rate to £10.90 per hour to bring in line with the Real Living Wage, maintain in line with future increases. All apprentices within the College also benefit from the Real Living Wage.
- Equality & Diversity training for all staff to reinforce the 'zero tolerance' approach to gender bias and the promotion of equal opportunity
- Flexible working arrangements that do not inhibit progression
- A fair and robust recruitment process that does not discriminate in any way
- Embedded Equality & Diversity in study programmes, promoting Equal Opportunities and dispelling gender stereotypes
- The data reported in March 2025 will be reflective of the work that the College has undertaken to offer all staff an attractive pay offer for January 2023, this means that:
- For teachers on Scale 4 and 5: We will remove the two bottom scales (4 and 5) from the teaching scale. This represents an increase of 21% in total.
- For teachers currently capped at scale 12: The cap at scale 12 on the teaching scale will be removed, this represents a total pay award of 14% from January 2024
- For Progress Tutors had an average total pay award of 15.4%.

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, Tameside College is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

I, Jackie Moores, Principal/CEO, confirm that the information in this statement is accurate.
March 2024