



**Tameside
College**



Gender Pay Gap Report Tameside College March 2021

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 2020.

- The mean gender pay gap for Tameside College is 5.87%.
- The median gender pay gap for Tameside College is 15.93%.
- 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	37 (36%)	66 (64%)	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	28 (27.5%)	74 (72.5%)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	45 (44%)	58 (56%)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	61 (60%)	40 (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 and Construction, which in order to recruit successfully to these areas, the College is required to provide a salary enhancement to attract suitably skilled individuals. 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.

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 a more equal balance between men and women in Bands C and D with 60% of females in Band D an almost equal balance of males and females in the highest quartile. Our Senior Leadership team comprises 5 females and 2 males.

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

At 15.93% the Tameside College median gender pay gap is 0.43% above the median gender pay gap for the UK as reported on the official government website at just over 15.5%. At 15.93% the Tameside College median gender pay gap is 9.63% above the median gender pay gap for the profession of Teaching and other educational Professionals as reported in the ONS studies (April 2020) at 6.3%. The data that we are comparing for Tameside College is the median.

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 15.93% Tameside College median pay gap is 4.22% above Bolton College median of 11.71% and 10.3% below the median pay gap of Myerscough College at 26.27%. As at the end of March we have only been able to compare to two providers and as more are made available we will continue to conduct comparisons. 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:

- 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 £9.50 per hour to bring in line with the Real Living Wage, maintain in line with future increases.
- An increase in the apprenticeship hourly rate to £6 per hour for 16-18 and £7 per hour for 19+
- 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

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 2021