



**Tameside
College**



Gender Pay Gap Report Tameside College March 2018

Tameside College is required by law to publish an annual gender pay gap report. This report details the pay information for staff employed on 30 March 2017.

- The mean gender pay gap for Tameside College is 7.2%.
- The median gender pay gap for Tameside College is 12.4%.
- Tameside College does not operate any kind of bonus scheme; as such there is not a requirement to report on bonus payments.

Pay Quartiles by Gender

| Band | Males % | Females % | Description |
|------|---------|-----------|---|
| A | 23 | 77 | Includes all employees whose standard hourly rate places them at or below the lower quartile |
| B | 25.6 | 74.4 | Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median |
| C | 43 | 57 | Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile |
| D | 52.3 | 47.7 | Includes all employees whose standard hourly rate places them above the upper quartile |

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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 therefore 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.

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.

However, there is a very much more equal balance between men and women in Bands C and D with 3 out of 4 senior post holders being women.

This can be seen above in the table depicting pay quartiles by gender. This shows Tameside College's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within Tameside College, 77% of the employees in Band A are women and 23% men. The percentage of male employees increases throughout Bands C and D, from 43% in Band C to 52.3% in Band D.

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

The median gender pay gap for the whole economy (according to the October 2017 ONS figures) is 18.4% and for the Education Sector is 26.4%. At 12.4%, Tameside College's median gender pay gap is, therefore, significantly lower than that of the sector and the whole economy.

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

While Tameside College's gender pay gap compares favourably with that of organisations across the sector as well as whole UK economy, this is not a subject about which Tameside College is complacent, and it 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:

- Implementation of the Living Wage Foundation suggested hourly rate of pay in January 2018
- 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 2018