



Gender Pay Gap Report 2021-22

March 2022



HEART OF
WORCESTERSHIRE
COLLEGE

Introduction

In accordance with government guidelines, all organisations with 250 or more employees are legally required to produce and upload a report to the GOV.UK website detailing the gender pay gap within its workforce. This comes under the Equality Act 2010 (Gender Pay Gap information) regulations 2017. The report must also be published on the College website, so it is available to the public.

The Government is committed to closing the gender pay gap that exists within the majority of organisations. **In October 2021 the Office for National Statistics published its latest figures on the gender pay gap between women and men. The national average pay gap reported is 15.4%**

Our stats

The data below has been published on the gov.uk website by Heart of Worcestershire College

Heart of Worcestershire College: 2021 Gender Pay gap data:

Women's hourly rate is **12.8% Lower (mean) 21.5% Lower (median)**

Pay quartiles

How many men and women are in each quartile of the College's payroll

| | WOMEN | MEN |
|-----------------------|-------|-------|
| Top quartile | 59.4% | 40.6% |
| Upper Middle Quartile | 55.3% | 44.7% |
| Lower Middle Quartile | 71.8% | 28.2% |
| Lower Quartile | 80.0% | 20.0% |



The Detail

Heart of Worcestershire College, in line with many colleges, has more female employees. The education sector has always provided a range of flexible working patterns to suit the work/life balance of its staff. At HoW College a greater number of female staff have taken advantage of this flexibility, choosing to work less hours or taking on term time only contracts. This does impact on Gender Pay Reporting calculations, however we have always, and will continue to support and provide flexible working patterns. At HoW College we are proud of our diverse and multi-discipline workforce and the range of facilities we provide.

For many years the College has also supported the benefits that salary sacrifice schemes bring to its staff. However for the purposes of gender pay gap reporting this does not reflect favourably on our calculations as historically more female members of staff than males have participated in these schemes.

The College will continue to support salary sacrifice schemes despite the adverse impact on its gender pay gap reporting calculations.

**In 2021 the UK
average pay
gap was 15.4%**



Actions by the College to close the gender pay gap:

The College is committed to inclusion and the promotion of gender equality. Moving forward, we will continue to keep our HR policies and processes under regular review to ensure we are making steps towards removing any existing gender pay gap and ensuring that there is a balanced representation of different genders within the workforce and across all roles.

We will continue to monitor the employment 'lifecycle' of our staff; from initial recruitment ensuring that we have fair and consistent selection processes; career development opportunities for all job roles; clear and consistent promotion and salary processes; with equitable and flexible working practices.

Other actions the College has agreed to pursue in order to close the gender pay gap include:

- **Work towards removing the gender bias associated with certain roles and contract types.**
- **Better communications with the education sector network channels to understand how other colleges are tackling their gender pay gap challenge.**
- **Explore the possibility of encouraging more diverse working patterns, in addition to the Agile Working introduced in 2021, this might include 25 compressed hours, permanent working from home, increased flexible working arrangements. This will be more appropriate in certain departments within the College but will recognise the recent government consultation on flexible working extending these rights.**
- **Encourage the uptake of Shared Parental Leave.**
- **The roll out of Unconscious bias and Diversity training.**
- **Leadership development training. Leadership development programmes aim to teach qualities including management skills and self-confidence.**

At HoW College we are proud of our diverse and multi-discipline workforce

