



# CONTEXT

Wigan & Leigh College are required by Law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender profile of the workforce consists of the following:

**64.35% of staff being female and 35.65% of staff being male, this remains static with figures reported in the previous year.**

The profile of the college reflects that of a typical FE college: **64% female, 36% male** (AoC College Workforce Survey 2021).

The gender pay results should therefore be taken in the context of this distribution which will influence the figures reported.

## COLLEGE GENDER PAY DATA

The college data prepared in line with the Gender Pay requirements is detailed in the following charts.

GENDER PAY CALCULATION 2023	COLLEGE DATA
Average gender pay gap as a mean average	<b>6.89%</b>
Average gender pay gap as a median average	<b>16%</b>
Average bonus gender pay gap as a mean average	<b>0%</b>
Average bonus gender pay gap as a median average	<b>0%</b>
% of females who received a bonus	<b>0%</b>
% of males who received a bonus	<b>0%</b>

GENDER PAY CALCULATION 2022	COLLEGE DATA
Average gender pay gap as a mean average	<b>7.15%</b>
Average gender pay gap as a median average	<b>18.6%</b>
Average bonus gender pay gap as a mean average	<b>0%</b>
Average bonus gender pay gap as a median average	<b>0%</b>
% of females who received a bonus	<b>0%</b>
% of males who received a bonus	<b>0%</b>

# COLLEGE GENDER PAY DATA (CONTINUED)

The mean calculation for the college is 6.89%. People Management (2024) report the pay gap for education to be 21% per cent. The college therefore remain much lower than the average pay gap reported in education. The overall gender pay gap increased marginally year on year from 7.6 per cent in 2022 to 7.7 per cent in 2023 (ONS, 2023). The college figures have marginally reduced over this period.

The median calculation for the college is 16%. This figure reflects the high number of females within the organisation as well as the concentration of female workers in part time and term time roles at the lower end of the pay scale.

The latest FE Workforce Survey published on GOV.UK in November 2023, identifies that in FE, 65.6% of the workforce are women and whilst this is true across all role types, it is prominent in administrative and support roles. Our support staff roles are made up of 74% females.

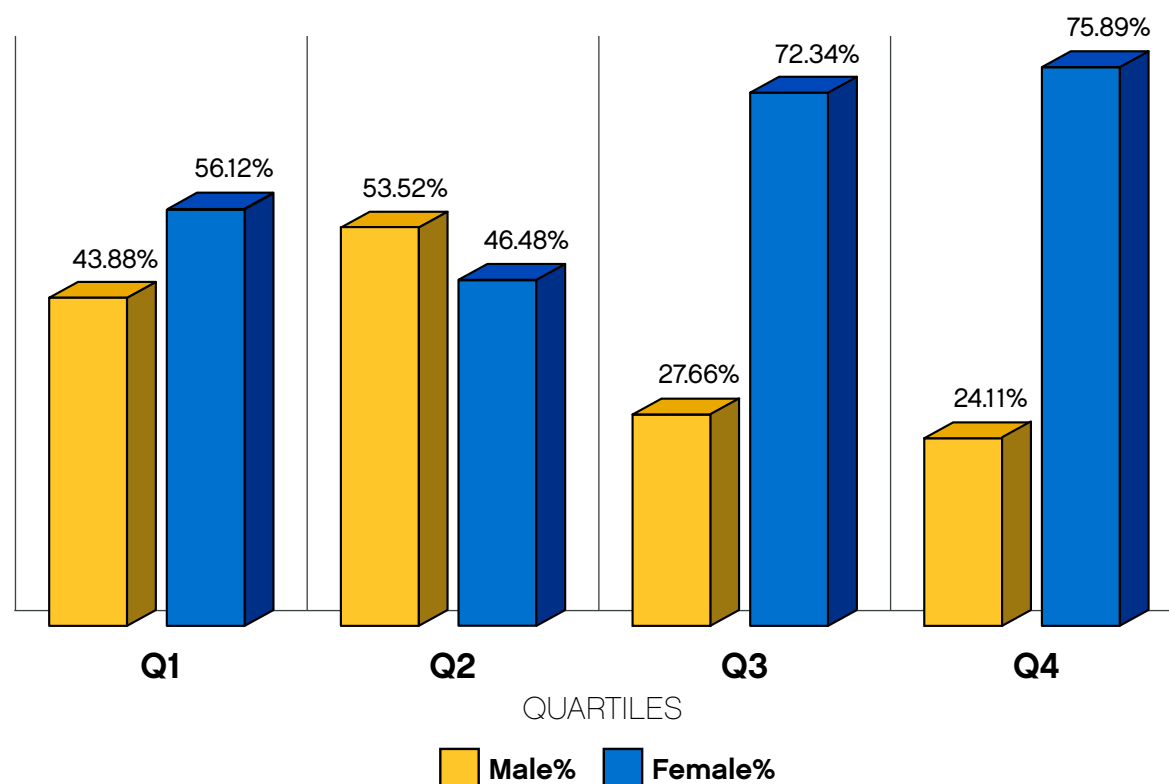
# PAY QUARTILES

This is proportion of males and females when divided into four groups ordered from lowest to highest pay.

This calculation shows the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

These are outlined in quartiles and are shown in the table and charts below.

NUMBER OF MALE AND FEMALE EMPLOYEES IN EACH QUARTILE





# ANALYSIS OF COLLEGE GENDER PAY DATA

All job roles are evaluated and benchmarked across the organisation to ensure fair and equal pay for the role and roles are advertised with no gender bias. The college also pays the Real Living Wage.

The majority of the college's part-time and term-time roles continue to be occupied by female employees, and fall within the lower two quartiles in this analysis. FE Weekly (August 2023) reports that 65.6% of the FE workforce are female and data collected by them shows that males earn more on average than females in almost all areas of the FE workforce and all provider types.

The Trade Union Congress (2024) report that women currently earn 14.3 per cent less on average than men and calculated that, if the gender pay gap continues to close at the current rate, it will take 20 years, or until 2044, for equal pay to be achieved.

The composition of the college workforce also influences the reported figures. With 64.35% of its workforce being women this influences the reporting.

The ONS reports that the public sector as a whole employs two times more women than men and that ***“women fill more part-time jobs, which in comparison with full time jobs have lower hourly pay.”*** This also supports the analysis of the college figures.

The college does have a high proportion of part-time and term-time roles due to the nature of the business that the college conducts and the requirement to only have staff in during term-time.

Male employees make up a significant proportion of lecturing staff and Trainer Assessor's in the Construction and Engineering departments which are typically higher paid roles due to industry experience. Research from Engineering UK reports that females represent only 16.5% of the workforce in Engineering and the Office for National Statistics report only 15% of women make up the construction workforce. This is reflective of the number of females the college sees apply to the college for roles within these Departments.

# ADDRESSING THE PAY GAP

The college has transparent, structured Pay Scales that are not gender specific to ensure employee pay is fair and equal for all genders performing in the same roles. 31% of young women earning more than £40,000 are paid less than young men for the same work. (Young Women's Trust 2023). Implementing a payscale that is not gender specific allows the college to pay males and females working in the same role equally.

The college also have an embedded Equality and Diversity structure who are dedicated to driving fairness and equality throughout the workforce. The college periodically review their pay scales ensuring salaries are in line with the Real Living Wage. Employees were recently awarded a 7.5% pay increase in January 2024, backdated to September 2023.

The college are committed to promoting equality and offer the following initiatives to all employees:

- **Established hybrid working culture which is not standard in FE and allows work life balance as well as more flexible working practices around home requirements**
- **Flexible Working Policies**
- **Parental Leave and Shared Parental Leave are well utilised**
- **Paternity Leave**
- **Training Opportunities**
- **Regular Continuous Professional Development and Training Opportunities**

Ensuring employees are paid in line with the Real Living Wage and completing regular salary benchmarking exercises, should impact on the GPG over the coming years.

The college support women returning to work from maternity leave by promoting keeping in touch days which are well planned and utilised, job sharing, compressed hours, part time and term time opportunities, phased returns and hybrid and flexible working solutions.

Additionally, to show our commitment to closing the Gender Pay Gap, the college have developed an Action Plan through its Equality and Diversity Group. The Executive Team will monitor progress against action.





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