

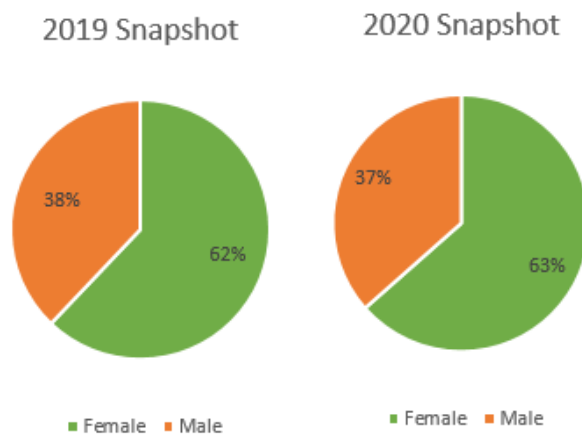
Gender Pay Gap Report for South Devon College March 2020

As of April 2017, public, private and voluntary sector organisations with 250 or more employees have to report on their gender pay gaps annually, using these measures:

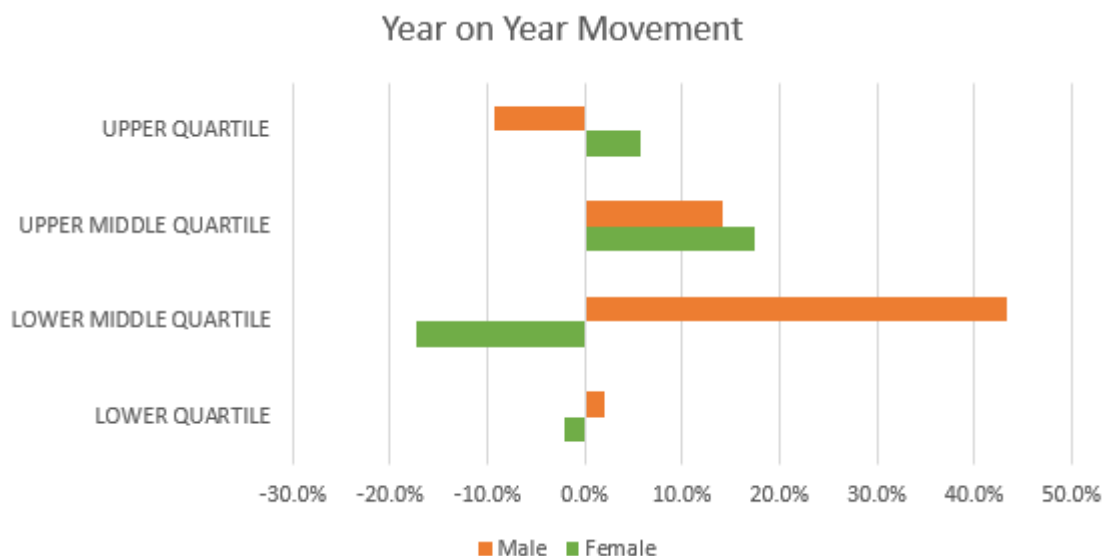
- **Mean gender pay gap:** The difference between the mean hourly rate of pay of male relevant employees and that of female relevant employees.
- **Median gender pay gap:** The difference between the median hourly rate of pay of male relevant employees and that of female relevant employees.
- **Quartile pay bands:** The proportions of male and female relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

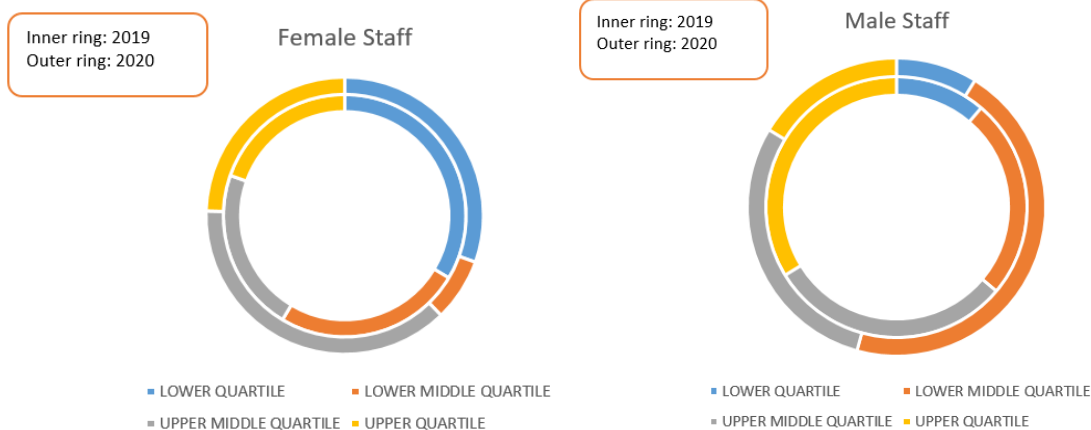
The aim of gender pay gap reporting is to show how large the pay gap is between an organisation’s male and female employees. The data must be published on the employer’s own website and a government website, and the intention is to encourage employers to take action to reduce or eliminate their gender pay gaps in order to create fairer, more inclusive workplaces.

The data reported on is a snapshot in time, as is required under the reporting guidelines. The gender balance of the staff included in each year’s sample is shown below:



Based upon the proportion of staff in each quartile, the following movements in gender balance have taken place:





- The mean gender pay gap for South Devon College is 16.35% (17.91% in 2019)
- The median gender pay gap for South Devon College is 24.02% (22.29% in 2019).
- South Devon 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

Pay Band	2020		2019		Description
	Males	Females	Males	Females	
Lower quartile	19.4%	80.6%	17.0%	83.0%	Includes all employees whose standard hourly rate places them at or below the lower quartile. The types of role in this band are Apprentices, Catering Assistants, Learning Support Assistants and Administrators.
Lower middle quartile	35.7%	64.3%	37.8%	62.2%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median. The types of role in this band are Senior Administrators, Life Skills Support Workers, Learning Support Technicians, Workplace Coordinators and Training Facilitators.
Upper middle quartile	41.2%	58.8%	45.7%	54.3%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile. The types of role in this band are highest paid Training Facilitators, Lecturers, Senior Coordinators and Deputy Managers.
Upper quartile	49.1%	50.9%	51.2%	48.8%	Includes all employees whose standard hourly rate places them above the upper quartile. The types of role in this band are the highest paid Lecturers, Programme Coordinators, College Leadership Team and Senior Leadership Team.

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 South Devon 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.

South Devon 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:

- Uses objective pay bands to establish the appropriate and fair salaries for particular roles;
- Only uses market supplements where the market for a particular post or skill-set dictates the need to do so to ensure recruitment of high quality staff members; and
- Evaluates job roles and pay grades as necessary to ensure a fair pay structure.

South Devon 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.

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), while women are more likely than men to be in front-line roles at the lower end of the organisation. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of South Devon College's workforce in the lower pay quartile, where many of the roles are filled by more women than men. The country-wide trend is also apparent in upper pay quartile roles, where men occupy more of the senior full time roles.

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

The tables below are extracts from the Office for National Statistics Annual Survey of Hours and Earnings (ASHE) for 2019:

Description	Gender pay gap median	Gender pay gap mean
All Employees	17.3	16.2

Description	Gender pay gap median	Gender pay gap mean
Education Sector Total	25.4	17.0

What is South Devon College doing to address its gender pay gap?

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

- Having 'Family Friendly' policies and procedures in place and made known to all staff which encourages both male and female employees to discuss flexible working arrangements which will not inhibit career progression.
- Equality and Diversity training is a mandatory part of the new staff induction for all staff as well as there being a requirement for all staff at the College to undergo refresher training every 3 years to reinforce the organisations 'zero tolerance' approach to gender bias and promotion of equal opportunity.
- Equality and Diversity is embedded into all study programmes and apprenticeship programmes as well as the tutorial programmes, promoting equal opportunity and dispelling gender stereotypes.
- Robust and consistently applied policies and procedures relating to equality, as well as rigorous oversight by the HR function at the College to ensure there is no gender bias in any recruitment and selection or career promotion process.
- Implementation of a Future Leaders program which supports progression and identifies clear pathways for more women to secure management and senior roles.
- Rolled out an optional Management Development program whereby all existing college managers, Deputy Heads and Programme Co-ordinators can opt to attend management development training sessions which focus on improving their skills as a manager. This will ensure both genders are given the opportunity to develop their skills to aid their career progression.
- Encouragement of professional and personal development through a wide range of college-funded qualifications from Level 3 to MBAs, PHDs and Professional Accreditation. Appropriate study time is incorporated into the work schedule to facilitate this.
- Implemented distinct coaching and mentoring programmes to support employees new to the college and new to their role with a view to building confidence and developing new skills.
- Including on all vacancies a statement that the College welcomes applications from people who wish to apply for a vacancy on the basis of a job share or flexible working arrangement.

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, South Devon 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.

As an IIP Platinum employer, South Devon College is also committed to continuous improvement, in the coming year the following activities are planned:

- Ongoing development and embedding of Family Friendly, Employee Reward and Employee Health & Wellbeing policies and initiatives to ensure barriers to progression are removed where possible.

Kelly Sooben, Vice Principal People & Resources

Date: