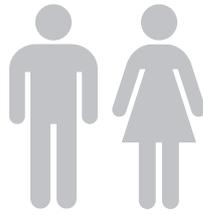


GENDER PAY REPORT 2019



Introduction

In line with government regulations MidKent College has completed its gender pay gap data review for 2019. A Gender Pay Report is a statutory requirement for organisations employing more than 250 staff to complete on an annual basis. This is the third gender pay report completed by the college.

MidKent College Gender Pay Report 2019

For the figures as at 31st March 2019 MidKent College reports a Mean gender pay gap of -17.1% and a Median gender pay gap of -25.3%, based upon the reporting principles as set out in the UK Government's methodology.

In analysing this information, MidKent College has found that it is driven by the following factors:

From a total workforce of 618, over half are Support Staff (including managers) 58% compared to 42% Lecturers. This is a change from the 2018 report with a reduction in the overall workforce numbers that has mainly affected support roles.

Female Staff are well represented up to senior positions, with an increase in the percentage of women in the Upper Middle Pay Quartile. Work continues to promote gender progression, for both Lecturers and Support Staff, including such long term initiatives as "Aspiring Leaders". The average gender pay gap for the Education sector, based on the 2018 reports, is currently 20%.

When reviewing pay via the College Equal Pay Audit, males and females are in the main paid the same pay for doing the same role, with any differences accounted for by the length of service in the role and progress through the published college pay grades. Our current Equal Pay Audit has continued to highlight the need to continue to review the multiple pay grades, both in terms of their length and the number of grades used across the College to ensure that they are fit for purpose and support equal pay in terms of gender, disability and ethnicity. We have implemented an "Appointment Salaries and Pay Progression Policy" as of October 2018 in order to assist with the consistency of decision making in respect of appointment salaries and subsequent progression.

It is anticipated that the impact of this new policy will take between 12 and 18 months before their impact can be fully assessed in a Gender Pay Report.

The MidKent College HR team will remain focused on reducing the pay gap and promoting opportunities for flexible working across all areas of diversity. In particular, we will continue to maximise opportunities for women in higher graded support roles, by reviewing our current and future recruitment campaigns and progression processes.

The College will continue its supportive approach to encouraging flexible and part time working for all staff, with a particular emphasis on encouraging flexible working options for male staff. The number of part time male staff at the college remains static at 27%. This is aligned to good employment practices as recommended by Advisory, Conciliation and Arbitration Service (ACAS) and the Chartered Institute of Personnel & Development (CIPD). In particular we have a good track record of female staff returning from maternity leave and accessing flexible or part time working.

MidKent College is committed to its policy to pay staff at least the "Living Wage" as opposed to the "National Living Wage". As such Support Staff pay scales have been and will continue to be adjusted to take account of this.

MidKent College did not make any bonus payments in the specified 12 month period covered by this report.

GENDER PAY

Mean Pay

Comparison of mean pay at the College shows that women are paid 17.1% less. Hourly rate for women £14.29. Hourly rate for men £17.23.

Median Pay

Comparison of median pay at the College shows that women are paid 25.3% less. Hourly rate for women £12.37. Hourly rate for men £16.57.

Bonus Pay

MidKent College did not make any bonus payments to any staff employed on the 31st March 2019 in the preceding 12 months.

Pay Quartiles – Gender breakdown

As part of the gender pay report organisations are required to report the gender breakdown for all four pay "Quartiles". These quartiles are created by listing the hourly pay for all staff from lowest to highest and then dividing the list into four equal parts.

Since the 2018 report, the number of men in the lower middle quartile has increased by 3% and the number of women in the upper middle quartile has increased by 6%. The percentage split in the lower and upper quartiles remains unchanged.

In respect of hourly pay quartiles

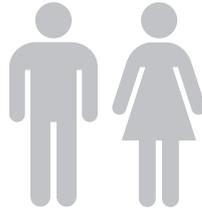
79% of staff in the lower quartile are women

67% of staff in the lower middle quartile are women

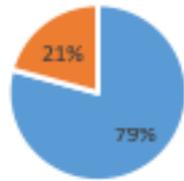
55% of staff in the upper middle quartile are women

47% of staff in the upper quartile are women.

GENDER PAY REPORT 2019

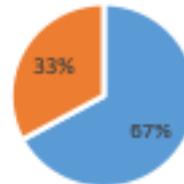


Lower Quartile



Female Male

Lower Middle Quartile



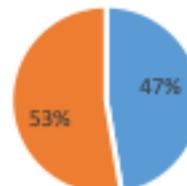
Female Male

Upper Middle Quartile



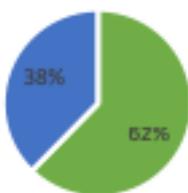
Female Male

Upper Quartile



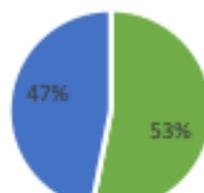
Female Male

Workforce Breakdown



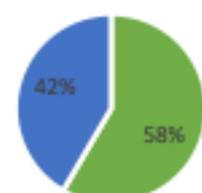
Female Male

Full Time/ Part Time Split



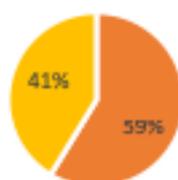
Full time Part time

Workforce Split



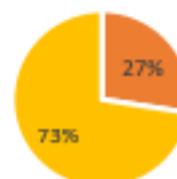
Support Teaching

Female Staff



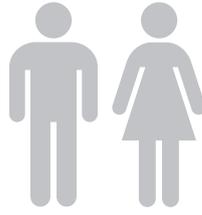
Part time Full time

Male Staff



Part time Full time

GENDER PAY REPORT 2019



SUMMARY

The Gender Pay Report has highlighted and confirmed that there is still work to be done to close the Gender Pay Gap for Staff at the College. The following Recommendations for action/ continued implementation are as follows:

	Recommended Actions:	Owner
1	Continuous improvement of the recruitment process to reduce the potential for unconscious bias and ensuring that all interviewers have undergone recruitment training and are supported by qualified Human Resources staff.	HR Business Partners/ Director of HR & Payroll
2	Monitoring pay – through annual Equal Pay Audits and the use of annual Gender Pay reports.	HR Adviser/ Director of HR & Payroll
3	Implementation of recommendations arising from Equal Pay Audits, such as reviewing pay grades.	HR Adviser/ Director of HR & Payroll/UCU
4	<p>Consideration be given to the appointment of “Diversity Managers” and/or “diversity task forces”:</p> <p>Diversity managers and task forces monitor talent management processes, such as recruitment or promotions, and diversity within the organisation. They can reduce biased decisions in recruitment and promotion because people who make decisions know that their decision may be reviewed.</p> <p>Diversity managers should:</p> <ul style="list-style-type: none"> • Have a senior/ executive role within the college • Have visibility of internal data • Be in the position to ask for more information on why decisions were made • Be empowered to develop and implement diversity strategies and policies 	<p>Exec Group</p> <p>Followed by implementation as required</p>
5	<p>Whilst we have a large proportion of women who have opted to take up flexible working, very few men have taken advantage of any of these options offered by the college. In order to increase the take up with men the following are suggested for consideration:</p> <ul style="list-style-type: none"> • Advertise and offer jobs as having flexible working options, such as part-time work, job sharing or compressed hours, wherever possible • Allow people to work flexibly, where possible • Encourage senior leaders to role model working flexibly and to champion flexible working • Encourage men to work flexibly, so that it isn't seen as only a female benefit. 	<p>Exec Group</p> <p>Followed by implementation as required by Managers/ HR Business Partners</p>
6	Support for women returning to work at the college after maternity leave or career breaks - through shared parental leave and flexible working options including job sharing, compressed hours, part-time, and term-time only opportunities.	Managers /HR Business Partners
7	Commitment to assisting with career development and continuous professional development through initiatives such as the Hearts & Minds Ambassador Programme, formal mentoring, development conversations as part of the appraisal process and funding and support to attain professional qualifications. All such initiatives to aim for a 50/50 gender split of participating staff.	Managers/ Learning & Development/ HR Business Partners/ Director of HR & Payroll
8	<p>The gender pay gap widens dramatically after women have children but this could be reduced if men and women were able to share childcare more equally. Consideration should be given to:</p> <ul style="list-style-type: none"> • Offer enhanced Shared Parental Pay at the same level as enhanced maternity pay • Encourage take up of Shared Parental Leave. 	<p>Exec Group</p> <p>Followed by implementation as required by Managers/ HR Business Partners</p>
9	<p>Returners are people who have taken an extended career break for caring or other reasons and who are either not currently employed or are working in roles for which they are over-qualified.</p> <p>Consider:</p> <ul style="list-style-type: none"> • Targeting places where returners are likely to be looking • Ensure the recruitment process is returner-friendly • Offer support before and during the assessment. 	<p>Exec Group</p> <p>Followed by implementation as required by Managers/ HR Business Partners</p>
10	<p>Consider offering networking programmes:</p> <p>Some evidence suggests that formal networking programmes where members meet and share information and career advice can be helpful for some women but not others.</p>	<p>Exec Group</p> <p>Followed by implementation as required by Managers/ HR Business Partners</p>
11	Consider setting internal targets that are clear and realistic, so that progress towards them can be tracked.	<p>Exec Group</p> <p>Followed by implementation as required by Managers/ HR Business Partners</p>