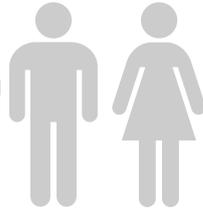


GENDER PAY REPORT 2021



Introduction

In line with government regulations MidKent College has completed its gender pay gap review for 2021. A Gender Pay Report is a statutory requirement for organisations employing more than 250 staff to complete on an annual basis. This is the fifth gender pay report completed by the college.

For the staff set as at 31st March 2021 MidKent College reports a Mean gender pay gap of -10.93% and a Median gender pay gap of -16.56%, based upon the reporting principles as set out in the UK Government's methodology. The total workforce has increased to a headcount of 565. This is a change from the 2020 report with 551 staff. In calculating these figures the following were used: base pay, additional allowances, qualification payments, recruitment and retention payments etc.

Since the last report we have reduced the Mean pay gap by 1.67% and the Median pay gap by 3.94%. These figures show positive progress in addressing the pay gap.

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

The implementation of the second part of the revised pay structure for Support Staff on the lowest three support pay grades, including the review and implementation of any corrective actions for Team Leader etc. roles. The lowest full time salary for support staff is now £19,673 (£10.23 per hour).

The use of the College Appointment Salaries & Pay Progression Policy continues to ensure that we have consistent decisions being made in respect of pay. Any requests to offer a salary outside of the guidelines of this policy must be approved by the College Establishment Panel, which enables consistency of decision making for exceptional circumstances.

Female Staff continue to be well represented in all levels up to senior positions, with women making up 59% of the Upper Middle Pay Quartile and 48% in the Upper Quartile.

Work continues to promote gender progression, for both Lecturers and Support Staff, including such long term initiatives as "Aspiring Leaders", to enable female staff to gain the skills and confidence to further their careers to senior levels.

In 2021 we have further work planned to complete the review of all of our pay structures. This will enable the College to ensure that all their pay structures are fit for purpose and support equal pay in terms of gender, disability and ethnicity.

The College will continue its supportive approach of 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 has dropped by 3% to 27%, although it is acknowledged that there is still more we can do to promote part time/ flexible working options for male staff.

Currently 55% of female staff are employed on part time contracts, a drop of 3%. Increasing access to flexible working options, 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 options.

The coronavirus has enabled the College and staff to see how well various roles can be performed when working from home. As a result we have received an increased number of staff applying to keep this flexible working option post pandemic.

MidKent College is committed to its policy to pay staff at least the "Real Living Wage" as opposed to the "National Living Wage". This is demonstrated by the recent changes to our support staff pay grades, outlined above. Currently the recommended Real Living Wage for those employed outside of London is £9.00 per hour.

GENDER PAY

Mean Pay

Comparison of mean pay at the College shows that women are paid 10.93% less. Hourly rate for women £15.20. Hourly rate for men £17.07.

Median Pay

Comparison of median pay at the College shows that women are paid 16.56% less. Hourly rate for women £13.45. Hourly rate for men £16.12.

Bonus Pay

MidKent College did not make any bonus payments to any staff employed on the 31st March 2021 in the preceding 12 months.

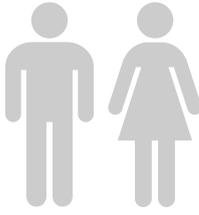
Pay Quartiles – Gender breakdown

Since the 2019 report, the number of men in the lower quartile has increased by 13% and the number of women in the upper middle quartile has increased by 4%. Unfortunately the number of male staff in the lower middle quartile has decreased by 7%. In the upper quartile female staff have increased by 1%.

The quartiles are now split as follows:

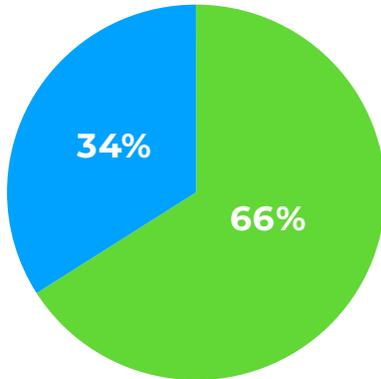
- 66% of staff in the lower quartile are women
- 74% of staff in the lower middle quartile are women
- 59% of staff in the upper middle quartile are women
- 48% of staff in the upper quartile are women

GENDER PAY REPORT 2021



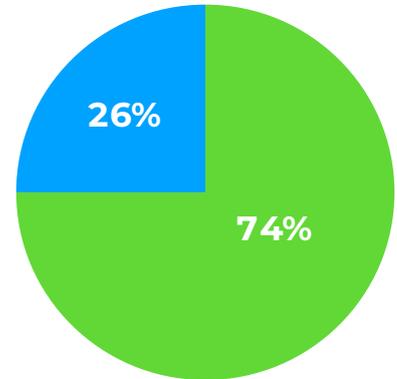
LOWER QUARTILE

■ FEMALE
■ MALE



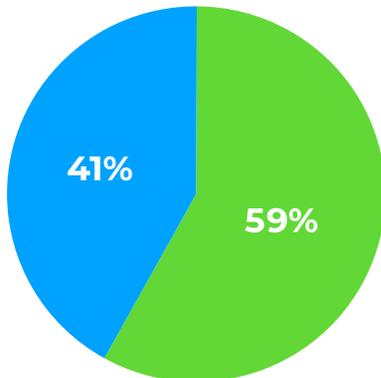
LOWER MIDDLE QUARTILE

■ FEMALE
■ MALE



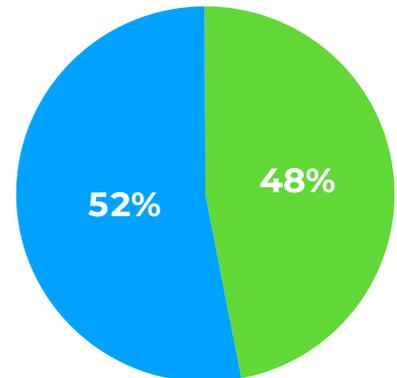
UPPER MIDDLE QUARTILE

■ FEMALE
■ MALE



UPPER QUARTILE

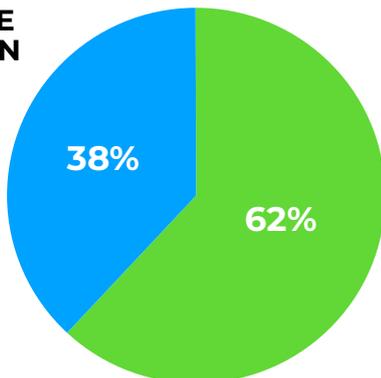
■ FEMALE
■ MALE



Workforce Data

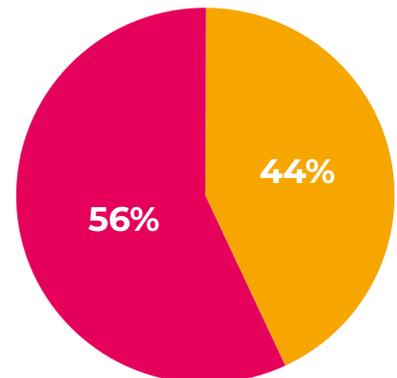
WORKFORCE BREAKDOWN

■ FEMALE
■ MALE



FULL-TIME/PART-TIME SPLIT

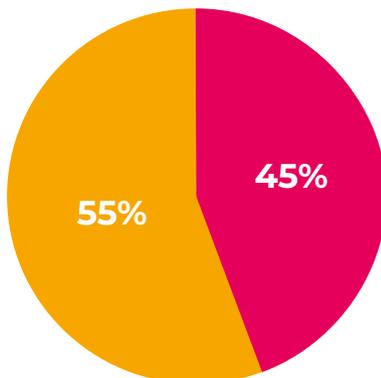
■ FULL-TIME
■ PART-TIME



Part-time Working Breakdown

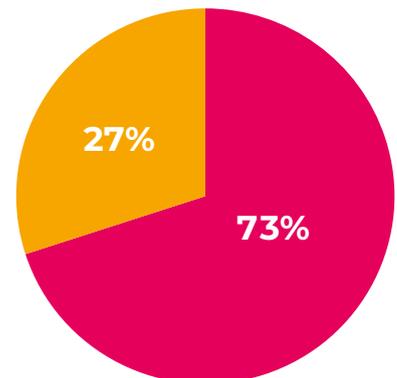
FEMALE STAFF

■ FULL-TIME
■ PART-TIME

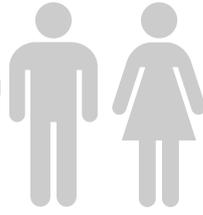


MALE STAFF

■ FULL-TIME
■ PART-TIME



GENDER PAY REPORT 2021



SUMMARY

We continue to make positive progress in respect of Gender, however this report has highlighted the continued need for work to be completed to further reduce the Gender Pay Gap for staff at the College.

Recommended Actions:		Owner:
1	Review and implement revised/ new pay scales as appropriate for Support Staff on grades D to G.	This has been agreed with the next change being implemented in February 2022.
2	Review and implement revised/ new pay scales as appropriate for Curriculum Managers or equivalent and Heads of Department or equivalent.	HR Corporate Business Partner (HRCBP) / Director of People.
3	Review and implement revised/ new pay scales as appropriate for Managers including clarification of criteria for Management Spine terms and conditions.	HRCBP/ Director of People.
4	Continuous improvement of the recruitment process, including training on best practice for recruitment to be rolled out to all managers at the College. Ensuring that all interviews are supported by a qualified Human Resources representative and/ or an interview panel Chair who has completed an accredited internal skills assessment.	HR Business Partners/ Director of People/ Learning & Development.
5	Unconscious bias training to be rolled out to all staff at the College.	Learning & Development.
6	Additional monitoring of pay gaps and trends through the production of annual Equal Pay Audits.	HRCBP/ Director of People.
7	Implementation of recommendations arising from Equal Pay Audits.	HRCBP/ Director of People / UCU.
8	In order to increase the take up of flexible working options with men the following are suggested for consideration: <ul style="list-style-type: none"> Continue to 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. 	Exec Group Followed by implementation as required by Managers/ HR Business Partners.
9	Continue our commitment to assisting with career development and continuous professional development through initiatives such as the Aspiring Leaders Programme, formal mentoring, development conversations and funding & support to attain professional qualifications. All such initiatives to aim for a 50/50 gender split and increased diversity of ethnicity of participating staff.	Managers/ Learning & Development/ HR Business Partners/ Director of People.
10	Promote 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.
11	Review of parental support policies, in particular consideration should be given to: <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 Implementation of enhanced Maternity Support Leave. 	Exec Group Followed by implementation as required by Managers/ HR Business Partners.
12	Consider developing actions that: <ul style="list-style-type: none"> Target places where returners are likely to be looking Ensure the recruitment process is returner-friendly Offer support before and during the assessment. 	Exec Group Followed by implementation as required by Managers/ HR Business Partners.