

GENDER PAY REPORT 2022



INTRODUCTION

In line with government regulations MidKent College has completed its gender pay gap review for 2022. A Gender Pay Report is a statutory requirement for organisations employing more than 250 staff to complete on an annual basis. This is the sixth gender pay report completed by the College.

For the staff set as at 31st March 2022 MidKent College reports a Mean gender pay gap of -13.72% and a Median gender pay gap of -20.38%, based upon the reporting principles as set out in the UK Government's methodology. The total workforce has decreased to a headcount of 559 (2021 Headcount 565). In calculating these figures the following were used: base pay, additional allowances, qualification payments, recruitment and retention payments etc.

Since the last report our Mean pay gap has increased by 2.79% and the Median pay gap has increased by 3.82%. These figures are a reversal of the pay reductions we achieved in the previous year as per our 2021 report.

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

Over the 12 months to 31st March 2022 the College has seen an almost identical number of male (68) and female (67) staff leave the organisation as the employment situation changes following the relaxation and then cessation of Covid restrictions. In the same time period we recruited 78 female and 62 male staff.

The most notable change was the retirement of the most senior female member of staff, who was replaced by a male member of staff. The impact of this change should not be underestimated. For example, if the post holder had been male the mean pay gap for 2021 would have been -12.65% as opposed to -10.93%.

Female staff were in the main recruited in large numbers to roles on the lower grades of the Support Staff pay scales e.g. Learning Support Assistants, Facilities Administrators and Food Service Workers. Whereas male staff were appointed to higher paid roles such as Apprentice Trainer, Curriculum Manager and Maintenance Engineer.

Over the years the College has always had difficulty in filling some roles, mainly in STEM areas such as Construction.

In the 12 months covered by this report we have been able to recruit to vacancies in areas such as Apprenticeship Engineering (3 x male Apprentice Trainers), Apprenticeship – Motor Vehicle (1 male Apprentice Trainer), Apprenticeship – Electrical (1 x male Training Officer), Engineering (1 x male Lecturer), Carpentry & Joinery (1 x male Lecturer & 1 x female Lecturer), Multi Trades (1 x male Curriculum Manager & 3 x male Lecturer) and Built Environment (1 x male Lecturer). Most male staff entering the College have substantial years of experience in their chosen trade. It is unlikely that an increase in female staff entering these types of roles with the College is likely to occur in the next few years, as we will probably be one of the last employers to benefit from recent proactive initiatives to encourage young women into STEM careers.

Whilst we have a clear structure and criteria for appointing Lecturers we must ensure that we are not perpetuating lower pay for women by ensuring that our pay decisions are based on our set criteria rather than previous salary decisions made by other employers.

In conclusion there are many factors that have contributed to our increase in gap, rather than there being 1 significant factor such as sex discrimination.

Female Staff continue to be well represented in all levels up to senior positions, with women making up 62% 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 2022 we will 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.

Over the last 12 months, the number of female staff employed on part time contracts has increased by 3% to 58%, whilst the number of male staff on part time contracts has dropped by 1% to 26%. Whilst part time working is not the only flexible working option available, it is a good indicator of the rate of take up of flexible working options.

The College will therefore continue its supportive approach of promoting and encouraging flexible and part time working for all staff, with a particular emphasis on encouraging flexible working options for male staff.

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.

GENDER PAY

Mean Pay

Comparison of mean pay at the College shows that women are paid 13.72% less. Hourly rate for women £15.33. Hourly rate for men £17.77.

Median Pay

Comparison of median pay at the College shows that women are paid 20.38% less. Hourly rate for women £13.89. Hourly rate for men £17.45.

Bonus Pay

MidKent College did not make any bonus payments to any staff employed on the 31st March 2022 or in the preceding 12 months.

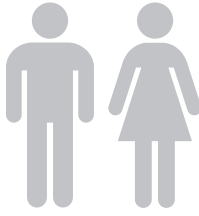
Pay Quartiles – Gender breakdown

Since the last report the ratio of men and women in the lower and upper quartiles has remained static, whilst the percentage of women has increased in the middle quartiles. Overall the percentage of male staff working at the College has fallen by 1%.

The quartiles are now split as follows:

- 66% of staff in the lower quartile are women (no change)
- 76% of staff in the lower middle quartile are women (2% increase)
- 62% of staff in the upper middle quartile are women (3% increase)
- 48% of staff in the upper quartile are women (no change)

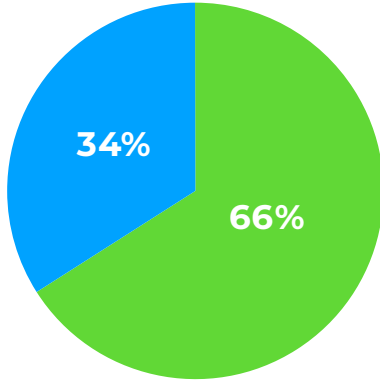
GENDER PAY REPORT 2022



MidKent College

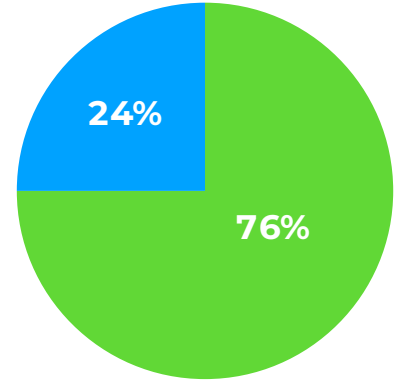
LOWER QUARTILE

■ FEMALE
■ MALE



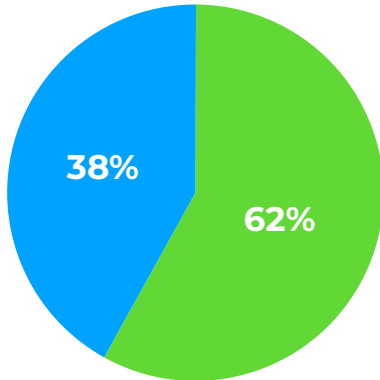
LOWER MIDDLE QUARTILE

■ FEMALE
■ MALE



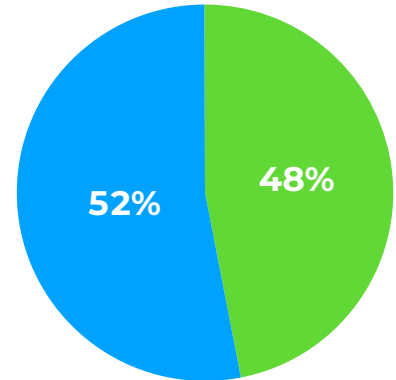
UPPER MIDDLE QUARTILE

■ FEMALE
■ MALE



UPPER QUARTILE

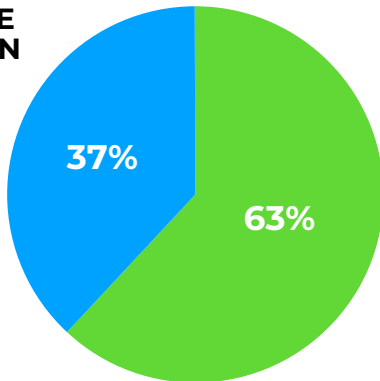
■ FEMALE
■ MALE



Workforce Data

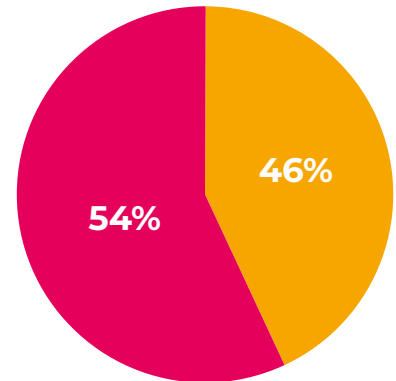
WORKFORCE BREAKDOWN

■ FEMALE
■ MALE



FULL-TIME/PART-TIME SPLIT

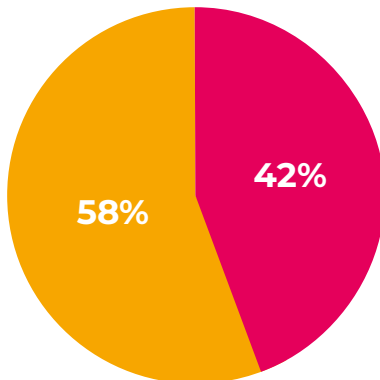
■ FULL-TIME
■ PART-TIME



Part-time Working Breakdown

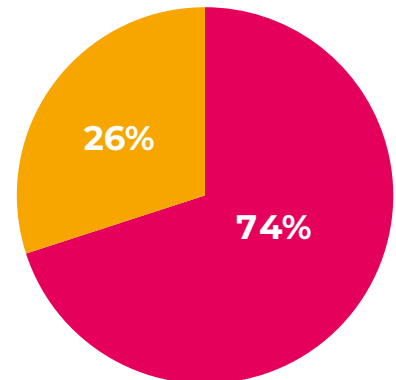
FEMALE STAFF

■ FULL-TIME
■ PART-TIME



MALE STAFF

■ FULL-TIME
■ PART-TIME



GENDER PAY REPORT 2022



GENDER PAY - FURTHER STEPS

The shortening of the Support Staff pay scales E, F & G continues. The Management Spine is on course to be replaced in 2022. Work continues to revitalise our recruitment processes, looking at the best way to promote benefits, flexible working options and update our recruitment processes in order to remove gender bias and enable applicants to perform on an equal footing at assessment centres.

SUMMARY

We have had a reversal of the progress that was made in the previous year to 31st March 2021. Addressing pay structures is not the sole factor in addressing the gender pay gap and the College needs to focus more on addressing the recruitment and progression of staff to enable parity of pay and benefits, whilst attracting the right applicants to enable students to have the best experience at the College.

At the same time we have to be mindful of not introducing any changes that will adversely affect either the ethnicity or disability pay gaps. Transparent and consistent recruitment and pay practices and policies will benefit all staff irrespective of their gender, ethnicity, disabilities or other protected characteristics.

The following Recommendations for action/ continued implementation are as follows:

Recommended Actions:		Owner:
1	Review and implement revised/ new pay scales as appropriate for Support Staff on grades E to G.	The next change will be implemented in February 2023.
2	Review and implement revised/ new pay scale(s) as appropriate for Managers including clarification of criteria for Management Spine terms and conditions.	HRCBP/Director of People.
3	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.	Recruitment Officer/HR Business Partners/Director of People/ Learning & Development.
4	EDI training, including unconscious bias training to be rolled out to all staff at the College.	Learning & Development.
5	Additional monitoring of pay gaps and trends through the production of annual Equal Pay Audits.	HRCBP/ Director of People.
6	Implementation of recommendations arising from Equal Pay Audits.	HRCBP/ Director of People / UCU.
7	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.
8	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.
9	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.
10	Ongoing 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.
11	Consider developing further 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.