

# GENDER PAY REPORT 2023



## INTRODUCTION

In line with government regulations MidKent College has completed its gender pay gap review for 2023. A Gender Pay Report is a statutory requirement for organisations employing more than 250 staff to complete on an annual basis. This is the seventh gender pay report completed by the College.

For the staff set as at 31st March 2023 MidKent College reports a Mean gender pay gap of -12.7% and a Median gender pay gap of -20.63%, based upon the reporting principles as set out in the UK Government's methodology. The total workforce is a headcount of 531. 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 decreased by 1.02% and the Median pay gap has increased by 0.25%.

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

The management pay structure has been addressed. This now gives a better structure for salary decisions when appointing new staff at this level and has contributed towards closing our mean pay gap.

The median pay gap has been affected by the following:

- Over the 12 months to 31st March 2023 34% of leavers and 26% of starters were male.
- 70% of the new male staff were appointed to roles such as Lecturer, Apprentice Trainer and other higher graded support roles, whereas only 45% of female staff were appointed to similar level roles.
- Out of the 56 Learning Support Assistants (LSAs) employed at 31st March 2023, 51 were female and 5 were male, using the government method of calculation, this serves to reduce the median hourly rate for women. For example if everything remained unchanged except for having an exact 50/50 gender split for the LSAs the Mean difference would be -8.80% whilst the Median difference would be -12.81%

d) Additionally, whilst we have a clear structure and criteria for appointment salaries for Support Staff and 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 the increase in the median pay gap, rather than there being 1 significant factor such as overt sex discrimination.

Female Staff continue to be well represented in all levels up to and including senior positions, with women making up 62% of the Upper Middle Pay Quartile and 52% 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.

Over the last 12 months, more information has been included in advertising campaigns to encourage applicants to work part time in the FE environment and continue to work in their chosen vocational field. As a result of this the number of male staff employed on part time contracts has increased by 2% to 28%.

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).

## GENDER PAY

### Mean Pay

Comparison of mean pay at the College shows that women are paid 12.70% less.

Hourly rate for women £16.36.  
Hourly rate for men £18.83.

### Median Pay

Comparison of median pay at the College shows that women are paid 20.63% less.

Hourly rate for women £14.78.  
Hourly rate for men £18.62.

### Bonus Pay

MidKent College did not make any bonus payments to any staff employed on the 31st March 2023 or in the preceding 12 months.

### Pay Quartiles – Gender breakdown

Since the last report the ratio of men and women in all but the upper middle quartiles has changed. The percentage of women employed in the Upper Quartile has increased by 4%. Overall the percentage of male staff working at the College has fallen by 1%.

The quartiles are now split as follows:

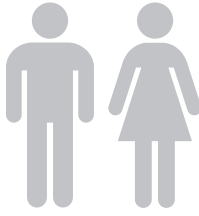
69% of staff in the lower quartile are women (3% increase)

73% of staff in the lower middle quartile are women (3% decrease)

62% of staff in the upper middle quartile are women (no change)

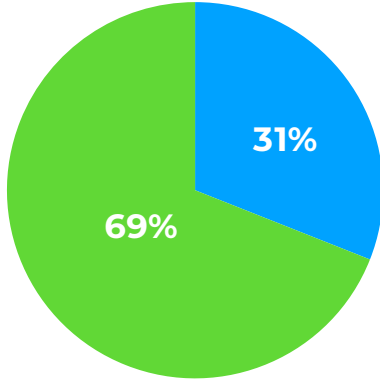
52% of staff in the upper quartile are women (4% increase)

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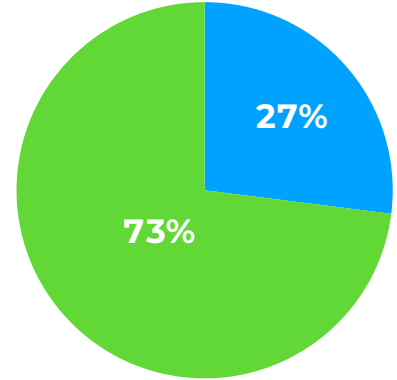
## LOWER QUARTILE

FEMALE  
MALE



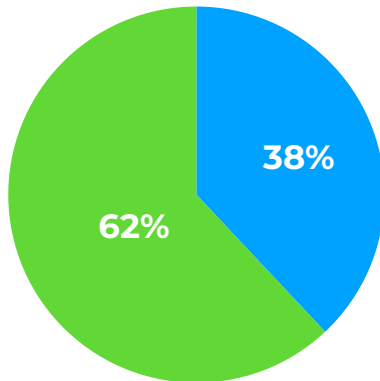
## LOWER MIDDLE QUARTILE

FEMALE  
MALE



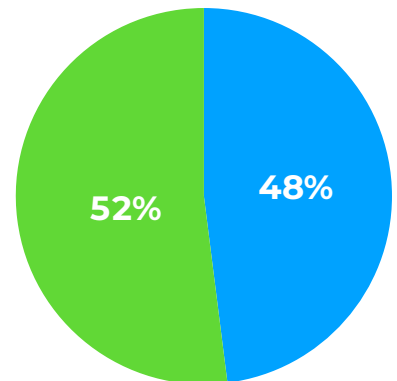
## UPPER MIDDLE QUARTILE

FEMALE  
MALE



## UPPER QUARTILE

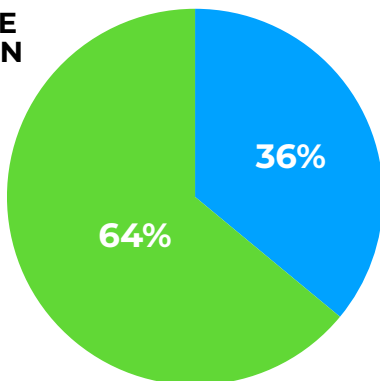
FEMALE  
MALE



## Workforce Data

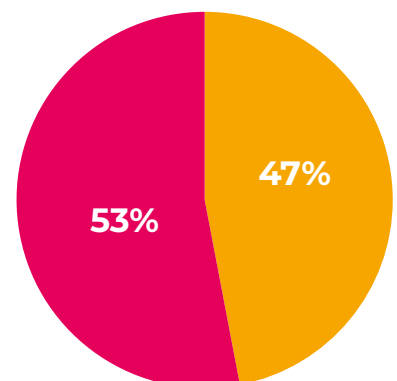
### WORKFORCE BREAKDOWN

FEMALE  
MALE



### FULL-TIME/PART-TIME SPLIT

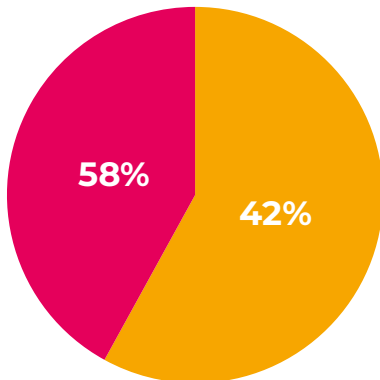
FULL-TIME  
PART-TIME



## Part-time Working Breakdown

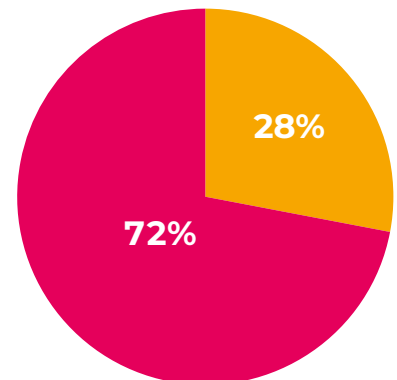
### FEMALE STAFF

FULL-TIME  
PART-TIME



### MALE STAFF

FULL-TIME  
PART-TIME



# GENDER PAY REPORT 2023



## GENDER PAY - FURTHER STEPS

The shortening of the Support Staff pay scales E, F & G continues and will be completed in February 2024. The Management Pay Spine was replaced with the new Grades H, I & J in February 2023.

Now that the work on the pay scales has been completed, the focus will move onto reviewing recruitment including how we promote inclusivity, benefits and flexible working options to potential applicants to become an employer of choice.

## SUMMARY

We have made some progress in respect of reducing the Mean gender pay gap, reduced by 1.02%, whereas the Median gender pay gap has increased by 0.25%.

The majority of our progress to date has been achieved by updating College pay structures, but this is not the sole factor in addressing the gender pay gap. The College now needs to focus on addressing recruitment and progression of staff to enable parity of pay and benefits, whilst attracting the right applicants to enable students to have the best possible 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 last change will be implemented in February 2024.
2	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 an interview panel Chair who has completed an accredited internal skills assessment and/ or a qualified Human Resources representative. Gender neutral job adverts. Developing strategies to address gender imbalance in lower graded roles across the College.	Director of People/Deputy Director of People/HR Business Partners/ Learning & Development Coordinator
3	EDI training, including unconscious bias training to be rolled out to all staff at the College.	Learning & Development Coordinator
4	Additional monitoring of pay gaps and trends through the production of annual Equal Pay Audits.	HR Corporate Business Partner (HRCBP)/Director of People
5	Implementation of recommendations arising from Equal Pay Audits.	Director of People/Deputy Director of People/HR Business Partners/UCU
6	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"> <li>Continue to advertise and offer jobs as having flexible working options, such as part-time work, job sharing or compressed hours, wherever possible</li> <li>Allow people to work flexibly, where possible</li> <li>Encourage senior leaders to role model working flexibly and to champion flexible working</li> <li>Encourage men to work flexibly, so that it isn't seen as only a female benefit.</li> </ul>	Exec Group to review & approve. Followed by implementation as required by Managers/Deputy Director of People/HR Business Partners
7	Continue our commitment to assisting with career development and continuous professional development (CPD) 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
8	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
9	Ongoing review of parental support policies, in particular consideration should be given to: <ul style="list-style-type: none"> <li>Offer enhanced Shared Parental Pay at the same level as enhanced maternity pay</li> <li>Encourage take up of Shared Parental Leave</li> </ul>	Exec Group to review & approve. Followed by implementation as required by Managers/Deputy Director of People/HR Business Partners
10	Consider developing further actions that: <ul style="list-style-type: none"> <li>Target places where returners are likely to be looking</li> <li>Ensure the recruitment process is returner-friendly</li> </ul> Offer support before and during the assessment	Exec Group to review & approve. Followed by implementation as required by Managers/Deputy Director of People/HR Business Partners