

## **Gender Pay Gap – Wirral Met College 31 March 2025**

The College is required by the Government Equalities Office to publish its gender pay gap information on 31 March 2025. Please find the information below.

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The gender pay gap is the percentage difference between average hourly earnings for men and women.

On 31 March 2025, Wirral Met College employed 589 members of staff, comprising 215 male staff and 374 female staff. Analysis of our data shows:

Mean gender pay gap was 14.3%

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive.

Median gender pay gap was 11.1%

The median gender pay gap shows the differences at the midpoints of the ranges of hourly pay rates of men and women by ordering rates from lowest to highest and comparing the midpoint.

(A positive percentage figure reveals that typically, or overall, employees who are women have lower pay or bonuses than employees who are men (which most employers are likely to have)

Quartile breakdown was:

Employees by pay quartile	<b>Male</b>	<b>Female</b>
Upper quartile	61.2%(58%)	38.8%(42%)
Upper middle quartile	32% (28%)	68%(72%)
Lower middle quartile	33.3%(36%)	66.7%(64%)
Lower quartile	20% (15%)	80% (85%)

This is the percentage of male and female employees in four quartile bands.

### **Bonus Payment**

No bonus payment was made during 24/25

The most significant challenges we face are:

- A higher proportion of women in lower paid positions, e.g. administration, cleaning and learning support assistant positions.
- A high proportion of female staff, and a significantly more uneven distribution of men and women throughout the first and second quartiles.
- A higher proportion of male lecturers in quartile 4, who teach Engineering, Construction and Trade Union Studies. The level of experience and qualifications required is reflected in a high pay rate per hour, and this is traditionally a male dominant area. Attracting teaching staff in these areas, continues to be challenging and attracting candidates directly from industry into the teaching profession has been key to ensuring subject experts in the field.

Our most significant successes are:

- The college had a further decrease in mean gender pay gap of 0.32% from 2024 to 2025
- Gender equality in senior leadership positions remained constant at **50/50**, reflecting consistent representation at the highest levels
- A higher proportion of women are in upper middle quartile roles (68%).
- A third of women in upper middle and upper quartile combined are in part time roles indicating the positive use of family friendly and flexible working policies.
- The college compares to the UK pay gap of 13.9% in 2024 (Office for National Statistics).
- The college is in line with UK statistics indicating that full time roles have a lower gender pay gap than part time employees. UK wide data is 7%. For all WMC staff, this is 10% for full time roles. Gender pay gap for full time Teaching staff at WMC is 8%.
- A decrease by 5% of the number of women in lower paid positions.
- Gender representation remained stable at Leadership and management level, with near parity between male and female leaders. This balance suggests an equitable approach to leadership appointments over the year.
- All curriculum and management- based roles require skill-based assessment tasks in recruitment.
- Shortlisting of candidates carried out by a minimum of 2 and maximum of 3 panel members where possible.
- Interviews panels are comprised of team of three of which a minimum of one must be female.
- Any salary increases awarded outside annual increase process are required to be reviewed and approved by a representative panel across the college.
- 50% of all women employed at are in part time roles (under 30 hour).

Initiatives to reduce our gender pay gap have included:

- Continued benefit of flexible working, where appropriate, included in all job adverts.
- Unconscious bias training for our managers
- Introduction of employee- led EDI Network group, promoting awareness of EDI matter and sharing stories through lived experience.

- Introduction of good practice interview guidance for managers developed with input from employees and our employee led EDI network group.
- Annual Employee engagement survey including category including EDI related questions.
- Encouraging female applicants for roles traditionally held by males.

Our commitments for the future:

- Ensure recruitment processes and career progression opportunities are reviewed and adapted where appropriate.
- Increased awareness and promotion of the College Menopause Policy to support health and wellbeing
- Introduction of good practice interview guidance for managers developed with input from employees and our employee led EDI network group.
- Analysis of EDI data on application forms, to help inform actions and policies
- Utilise positive action processes to promote diversity, particularly in advanced or specialised roles where disparities are most.
- Introduction of guidance for managers on writing inclusive job descriptions to attract diversity in applicants including introduction of tools to analysis of male / female
- For full time vacancies, consider the possibility of part time or job share or other flexible working opportunities.
- Increased analysis of exit interview information to identify themes and use this information to inform policies and strategies