



Wirral Met College

Wirral Met College logo 1

Gender Pay Gap Report for 2019/ 2020

Statutory Data Requirements

Wirral Met College is required by law to publish an annual Gender Pay Gap Report, under The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

This report is compiled based on a snapshot of the College's workforce as at 31st March 2020 and reports the following data requirements:

- The Mean Hourly Pay Gap %
- The Median Hourly Pay Gap %
- The Mean Bonus Pay Gap %
- The Median Bonus Pay Gap %
- The Proportion % of women and men who receive bonus pay
- The Proportion % of women and men over 4 equal quartiles

What is a Gender Pay Gap?

The Gender Pay Gap is the average difference between hourly wages for men and women. The Gender Pay Gap is not a measure of equal pay; unequal pay is when someone is not getting equal pay for doing equal work. The Gender Pay Gap is influenced by wider economic, cultural and social factors.

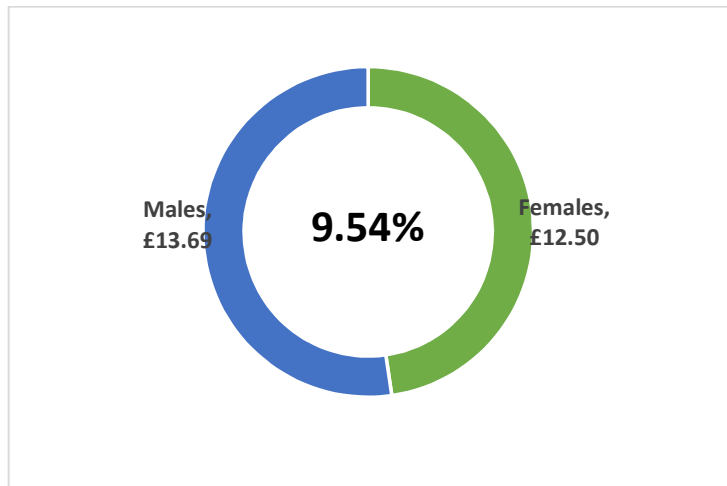
Wirral Met's Gender Pay Gap

Difference in mean hourly rate of pay	9.54%	
Difference in median hourly rate of pay	11.05%	
Difference in mean bonus pay	0.0%	
Difference in median bonus pay	0.0%	
	Males	Females
Percentage of employers who receive bonus pay	0.0%	0.0%
Employees by pay quartile	Male	Female
Upper quartile	50.00%	50.00%
Upper middle quartile	28.93%	71.07%
Lower middle quartile	26.45%	73.55%
Lower quartile	25.20%	74.80%

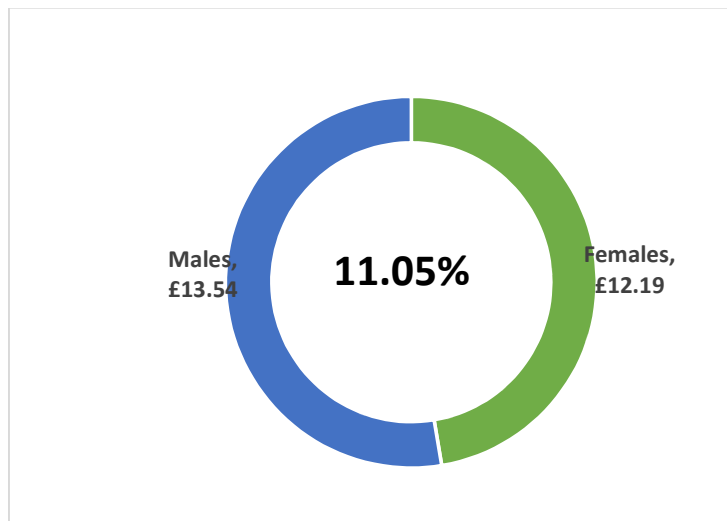
The Mean Gender Pay Gap: the average gap across all staff. On average male staff at Wirral Met earn 9.54% more than women before considering the role that each staff member undertakes. This reflects:

- 1) That many women find a number of the College's administrative roles particularly advantageous when combined with family commitments (5 males to 40 females in these positions);
- 2) The College has a large independent living offering which requires considerable caring roles. These are predominately staffed by females (11 males to 40 females in these positions);
- 3) The College has not outsourced its cleaning function that is predominately staff by females (4 males to 17 females in these positions).

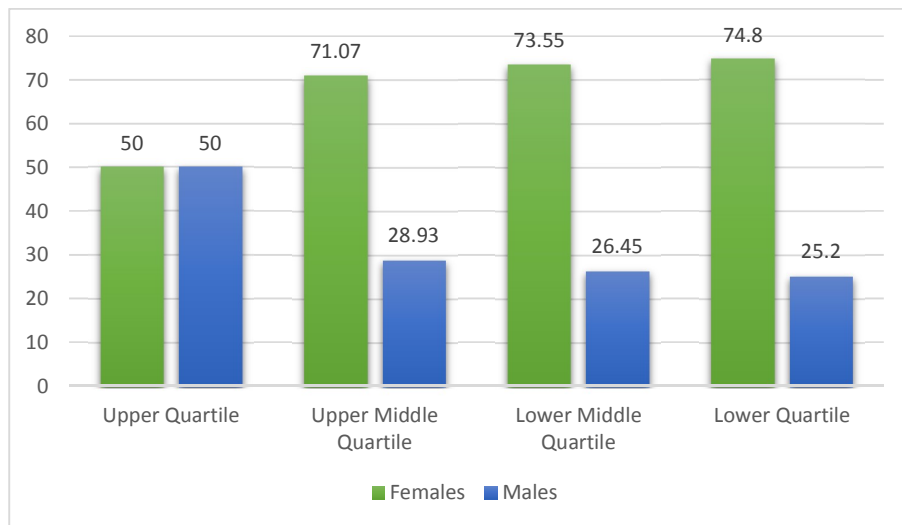
When the role is considered, the mean gender pay gap between males and females is negligible (1.12%).



The Median Gender Pay Gap: the middle rate of all hourly rates. The median rate for men is 11.05% higher than women. This is reflective of the roles undertaken within the College as noted above.



The Proportion (%) of women and men over 4 equal quartiles: the workforce divided into 4 equal sized groups and then split by gender



- The Mean Bonus Pay Gap is **not applicable** as Wirral Met does not operate a bonus pay scheme
- The Median Bonus Pay Gap is **not applicable** as Wirral Met does not operate a bonus pay scheme
- The Proportion % of women and men who receive bonus pay is **not applicable** as Wirral Met does not operate a bonus pay scheme

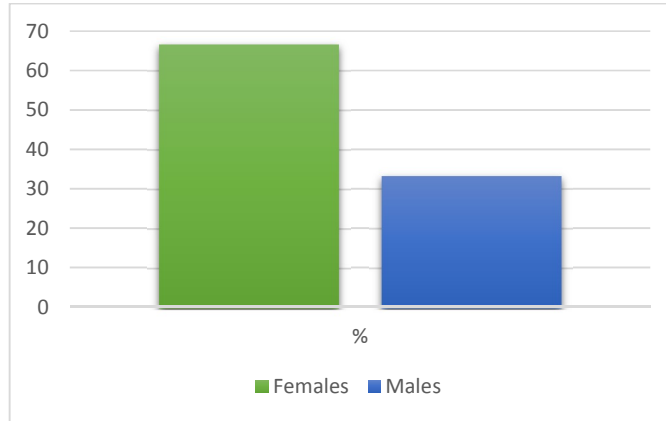
Further Analysis

Across the UK economy as a whole, men are more likely to be in senior positions than women, however when looking at the quartiles for staff at Wirral Met it is apparent that the upper quartile is occupied by exactly half females and half males. Females occupy significantly larger proportion of the other three quartiles.

The significantly higher proportion of women in the lower quartile will impact upon the College's Gender Pay Gap.

Analysis of Wirral Met's Workforce

Wirral Met has a predominantly female workforce.

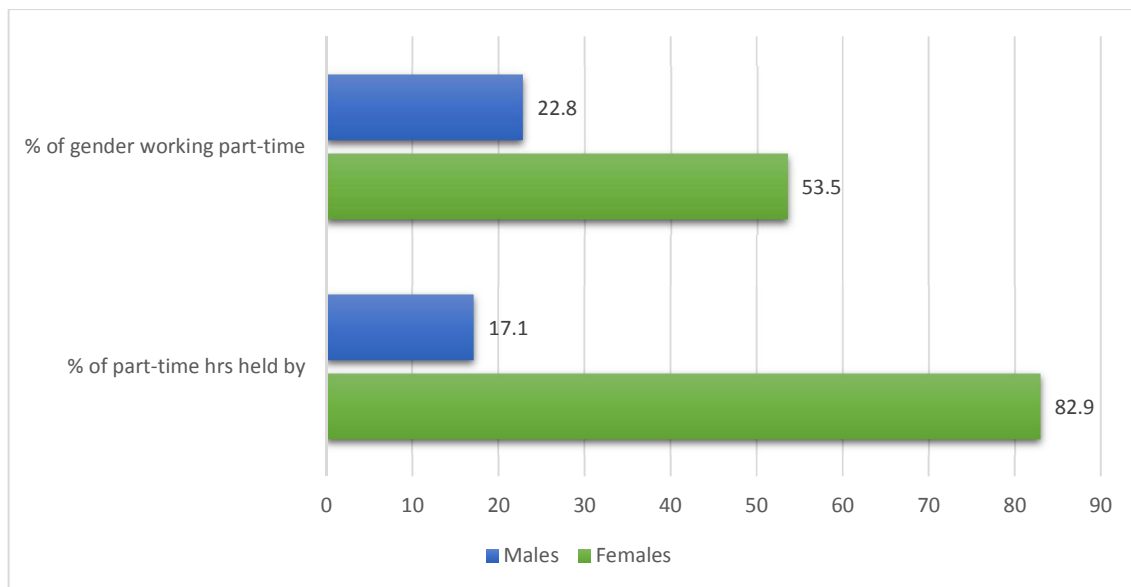


Part time hours and term time hours

Wirral Met has a wide variety of roles employing differing terms and conditions. A high proportion of the roles (57%) in the 2 lower quartiles have family friendly terms and conditions such as part time hours, compared to 20% offering part time hours in the upper 2 quartiles. Additionally, 99% of the term time only roles are within the 2 lower quartiles. As such these roles may appeal to staff members who have parental responsibilities.

Wirral Met’s trends in employment appear to be a reflection of the national disparities in employment between married and cohabiting males and females with dependent children (employment rates 92.6% and 75.1% respectively, Source: Office for National Statistics).

The graph below shows % part time hours by Gender



Summary

Wirral Met operates a fair and transparent system of remuneration. Any changes to the Gender Pay Gap are not as a result of change to any College Policies or Processes such as recruitment or pay and grading, but as a result of the change to the workforce profile. Wirral

Met's Gender Pay Gap of 9.54% is significantly lower than the education sector average which was 25% for 2019.

The College is however committed to further analyse its Gender Pay Gap in line with recommendations from the Government Equalities Office and therefore the below action plans are concluded for 2021 and agreed for 2022.

Action Plan: Areas of Focus (2020-2021)

The College's action plan has been developed using advice from the Government Equalities Office and is focused around the following themes:

- 1) Data Transparency
- 2) Recruitment
- 3) Retention
- 4) Recruitment & Retention
- 5) Progression Routes and Succession Planning

	Action	Timescale	Progress
1	Data Transparency In relation to the sector and other relational comparators continue to analyse and publish clear and detailed staff information including details of the Gender Pay Gap	March 2021	Complete
2	Recruitment Further analyse the breakdown of relevant data with a focus on applicant data through to appointment. Analysing at key stages of the recruitment process. This will inform future process reviews	March 2021	Complete
3 a	Retention As part of this we will design and Implement Exit Questionnaires In order to gain feedback on reasons for leaving and comments in relation to experiences during employment. All responses to be monitored and analysed in relation to equality, diversity and inclusion criteria	August 2020	Complete. Due to COVID-19 restrictions, it was not possible to create an exit questionnaire. However, all leavers will be offered an exit interview with their Manager
3 b	Retention Analysis of Staff Survey by Gender	August 2020	Complete

	Review recent staff survey data by female and male experiences to identify any issues		
4 a	<p>Recruitment and Retention</p> <p>People Strategy</p> <p>Key focus in the College's People Strategy in relation to the employer brand, with a focus on attracting and retaining more talent</p>	March 2020	Ongoing
4 b	<p>Recruitment and Retention</p> <p>Promotion of Staff Benefits</p> <p>Continue to publish and promote the multiple Staff Benefits and Wirral Met Wellbeing Wheel to attract and retain a wider workforce</p>	March 2020	Ongoing
4 c	<p>Recruitment and Retention</p> <p>Review of Flexible Working and Family Friendly Work Practices for a wider number of roles</p> <p>As part of the launch of the Staff Benefits and Wirral Met Wellbeing Wheel, continue offering, publicising and promoting flexible working.</p> <p>Encourage recruiting managers to consider flexible working options at recruiting stage</p>	August 2020	Ongoing
5	<p>Progression routes and succession planning</p> <p>Aspiring New Managers – Succession Plans</p> <p>The College has recently launched an Aspiring Managers Programme (ASPIRO) which will help enable the development and progression of more females within the organisation</p> <p>Monitor the uptake on the programme and promote accordingly</p>	Annual Programme	Ongoing To be reinstated once COVID rules relaxed

Action Plan: Areas of Focus (2021-2022)

	Action	Timescale
1	<p>Data Transparency</p> <p>In relation to the sector and other relational comparators continue to analyse and publish clear and detailed staff information including details of the Gender Pay Gap</p>	March 2022
2	<p>Recruitment</p> <p>Further analyse the breakdown of relevant data with a focus on applicant data through to appointment. Analysing at key stages of the recruitment process. This will inform future process reviews</p>	March 2022
3	<p>Recruitment and Retention</p> <p>People Strategy</p> <p>Key focus in the College's People Strategy in relation to the employer brand, with a focus on attracting and retaining more talent</p>	March 2022
4 a	<p>Recruitment and Retention</p> <p>Promotion of Staff Benefits</p> <p>Continue to publish and promote the multiple Staff Benefits and Wirral Met Wellbeing Wheel to attract and retain a wider workforce</p>	March 2022
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5	<p>Progression routes and succession planning</p> <p>Aspiring New Managers – Succession Plans</p> <p>Continue with the Aspiring Managers Programme (ASPIRO) which will help enable the development</p>	Annual Programme

	<p>and progression of more females within the organisation</p> <p>Monitor the uptake on the programme and promote accordingly</p>	
6	<p>Apprenticeship programmes</p> <p>Promote apprenticeships</p> <p>For people who couldn't take time off to train in order for them to train on the job</p>	December 2021