



## Wirral Met College

# Gender Pay Gap Report for 2018/ 2019

### 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 31<sup>st</sup> March 2019 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

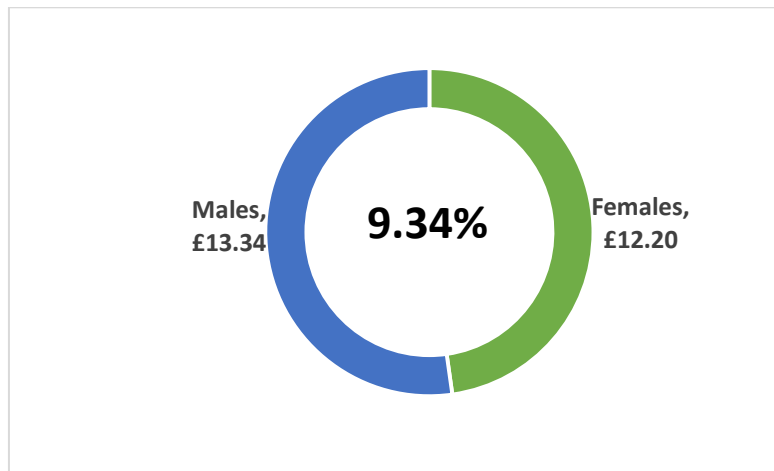
### What is a Gender Pay Gap?

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.

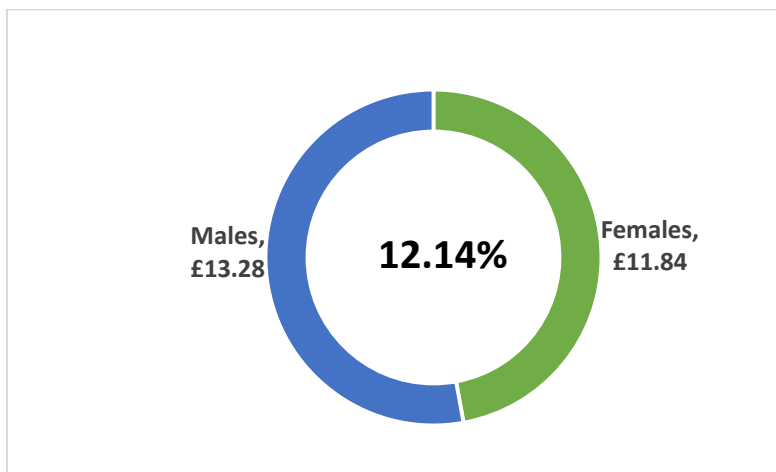
### Wirral Met's Gender Pay Gap

Difference in mean hourly rate of pay	9.34%	
Difference in median hourly rate of pay	12.14%	
Difference in mean bonus pay	0.0%	
Difference in median bonus pay	0.0%	
	<b>Males</b>	<b>Females</b>
Percentage of employees who receive bonus pay	0.0%	0.0%
Employees by pay quartile	<b>Male</b>	<b>Female</b>
Upper quartile	50.82%	49.18%
Upper middle quartile	28.69%	71.31%
Lower middle quartile	29.27%	70.73%
Lower quartile	24.80%	75.20%

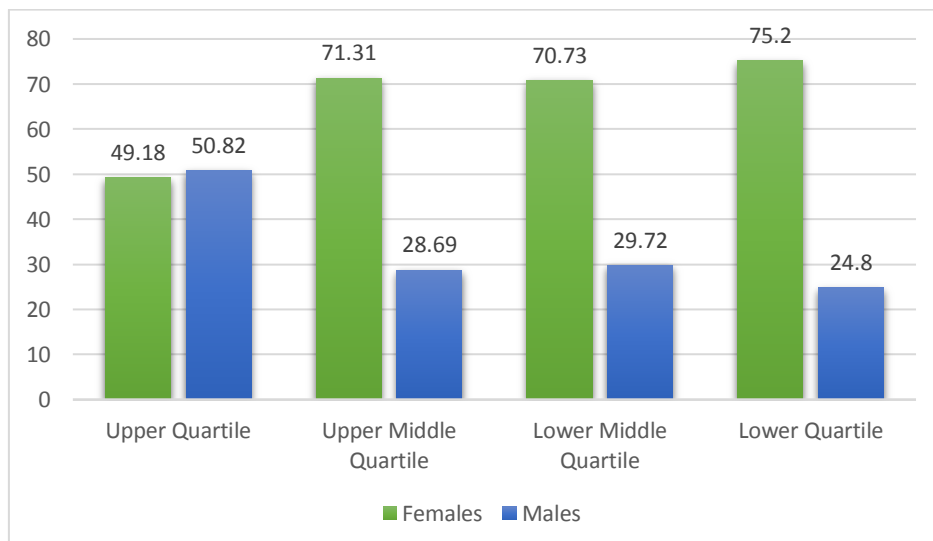
The Mean Gender Pay Gap: the average gap across all staff. On average male staff at Wirral Met earn **9.34%** more than women



The Median Gender Pay Gap: the middle rate of all hourly rates. The median rate for men is **12.14%** higher than women



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

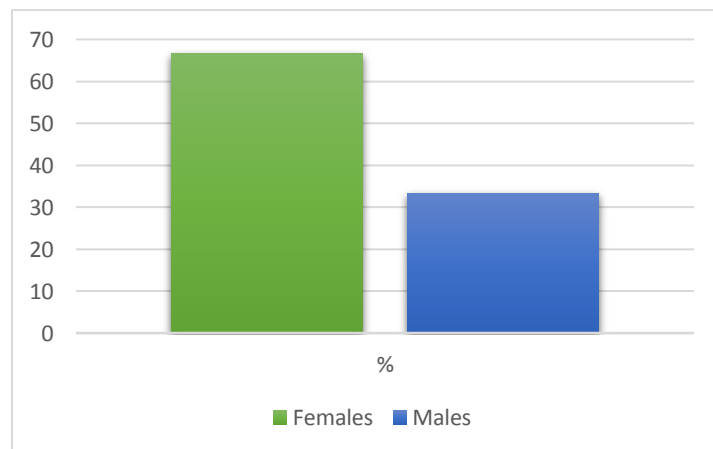
### Further Analysis

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 almost 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.

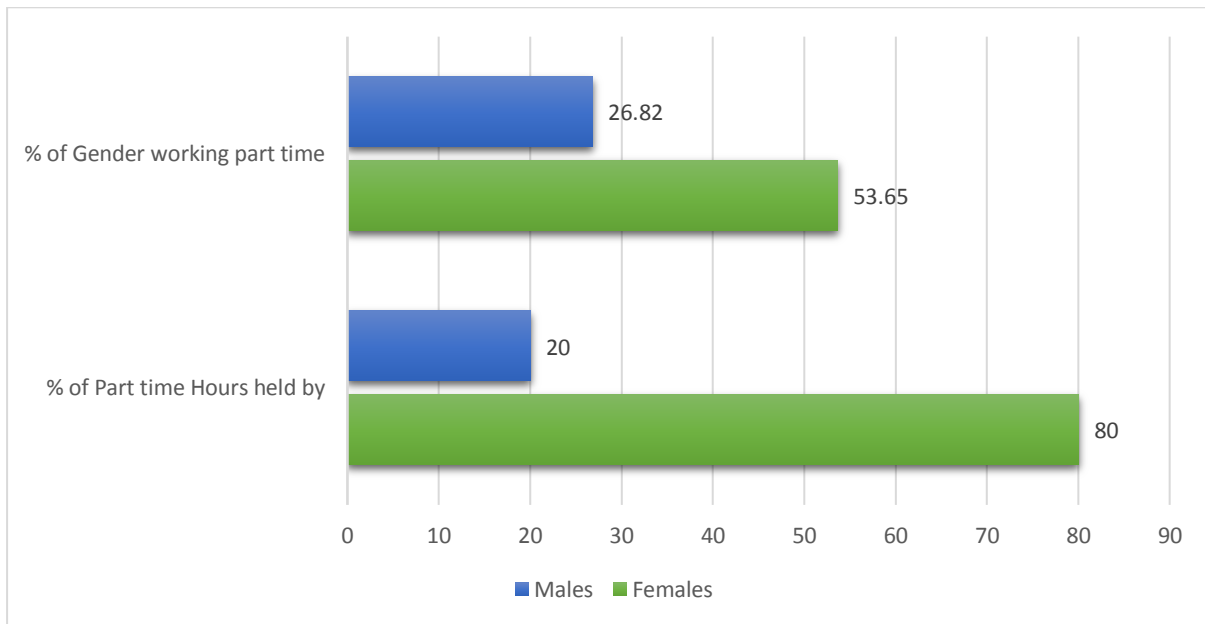


### Part time hours and term time hours

Wirral Met has a wide variety of roles employing differing terms and conditions. A high proportion of the roles (62%) in the 2 lower quartiles have family friendly terms and conditions such as part time hours, compared to 28% offering part time hours in the upper 2 quartiles. Additionally, 96% 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 93.2% and 74.7% 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 9.34% is significantly lower than the education sector average which was 25.9% for 2018.

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 plan has been agreed for 2020.

## Action Plan: Areas of Focus

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

	<b>Action</b>	<b>Timescale</b>
1	<p><b>Data Transparency</b></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 2021
2	<p><b>Recruitment</b></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 2021
3 a	<p><b>Retention</b></p> <p><b>As part of this we will design and Implement Exit Questionnaires</b></p> <p>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</p>	August 2020
3 b	<p><b>Retention</b></p> <p><b>Analysis of Staff Survey by Gender</b></p> <p>Review recent staff survey data by female and male experiences to identify any issues</p>	August 2020
4 a	<p><b>Recruitment and Retention</b></p> <p><b>People Strategy</b></p> <p>Key focus in the College's <a href="#">People Strategy</a> in relation to the employer brand, with a focus on attracting and retaining more talent</p>	March 2020

4 b	<p><b>Recruitment and Retention</b></p> <p><b>Promotion of Staff Benefits</b></p> <p>Continue to publish and promote the multiple <a href="#">Staff Benefits and Wirral Met Wellbeing Wheel</a> to attract and retain a wider workforce</p>	March 2020
4 c	<p><b>Recruitment and Retention</b></p> <p><b>Review of Flexible Working and Family Friendly Work Practices for a wider number of roles</b></p> <p>As part of the launch of the <a href="#">Staff Benefits and Wirral Met Wellbeing Wheel</a>, continue offering, publicising and promoting flexible working.</p> <p>Encourage recruiting managers to consider flexible working options at recruiting stage</p>	August 2020
5	<p><b>Progression routes and succession planning</b></p> <p><b>Aspiring New Managers – Succession Plans</b></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