



GENDER PAY GAP REPORT

2022/23

INTRODUCTION

Waltham Forest College aims to be a supportive and flexible employer for its diverse and skilled work force and supports the fair and equitable treatment of all staff irrespective of gender and position.

For the majority of roles, the College operates pay systems according to job roles, based on the Association of Colleges grading framework. Staff progress through their pay range based on an annual increment until the top of the grade is reached, subject to satisfactory performance.

In addition, the College utilises a Job Evaluation system in which all roles are evaluated, this ensures a transparent process is adopted and the value of each role within the College is based on knowledge, skills, expertise and qualifications.

This report covers the 2022/23 reporting cycle, using a snapshot date of 31 March 2022. This year our median gap reduced by nearly 9 percentage points to **7.26%** down from **15.18%**.

While it is, of course, welcome to see a large reduction in our median gap, our data over the years has taught us that the drop may not necessarily be sustained. These fluctuations in our reported gap are because we are a medium sized organisation with a predominately female workforce and therefore small changes in our employee profile have a significant impact.

Table 1: Three year trend for gender pay gap

Year	Median Pay Gap	Mean Pay Gap
22/23	7.26%	8.76%
21/22	15.8%	4.1%
20/21	15.8%	4.1%

For the purposes of this report the relevant employee headcount was 309, 65% were female and 35% male.

The college did not make any contractual bonus payments in the relevant period and as such, we have not undertaken calculations on bonus gaps.

WHAT IS THE GENDER PAY GAP?

In the UK, public, private and voluntary sector organisations with 250 or more employees are required to report on their gender pay gaps annually. The reports show the difference between the average earnings of men and women, expressed relative to men's earnings. If an organisation reports a gender pay gap, it does not necessarily mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher paying roles than women.

Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office:

- median gender pay gap – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- mean gender pay gap – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- median bonus gap – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
- mean bonus gap – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
- bonus proportions – the proportions of male and female relevant employees who were paid bonus pay during the relevant period

- quartile pay bands – the proportions of male and female full-pay relevant employees in the lower, lower middle, upper-middle and upper quartile pay bands.

Headlines about the gender pay gap tend to focus on the median figure, which ignores extremes and is therefore thought to be the most representative measure.

If there is a big difference between the mean and median pay gap, this indicates that the dataset is skewed, either by the presence of very low earners (making the mean lower than the median), or by a group of very high earners (making the mean bigger than the median).

The snapshot date as required by regulation creates a level playing field.

Table 2: Comparison to other London Colleges for 2022/23

Employer	Employee headcount bracket	Difference in hourly pay Median	Difference in hourly pay Mean
WFC	250-499	7.26%	8.76%
Barking & Dagenham College	250-499	9.9%	4.5%
Croydon College	250-499	6.5%	3.7%
New City College	1000-4999	17.6%	9.7%
Newham College	500-999	Not yet reported	Not yet reported
West London College	500-999	Not yet reported	Not yet reported
United College Group	500-999	Not yet reported	Not yet reported
Capital City Group	1000-4999	Not yet reported	Not yet reported

Not all colleges have reported their figures yet so we can only compare against three other colleges who have reported data so far. However, based on the figures above it shows that the hourly pay gap is lower than two of the three colleges shown and that our proportion of men in the highest paid roles was higher than two of the colleges.

Our Median hourly rate difference of 7.26% means that for every £1 a man earns at WFC, a woman earns 92p compared with New City College where for every £1 a man earns a woman earns 82p, at Barking it is 90p and Croydon it is 93p.

Table 3: The proportion of males and females in each quartile

Gender	Lower Quartile	Lower Middle	Upper Middle	Upper Quartile
Female	61%	52%	68%	47%
Male	39%	48%	32%	53%

The pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different levels of the organisation. Our figures show that we had a higher proportion of men in the highest paid roles in the organisation than women on the snapshot date of March 2022.

Recommendations:

Waltham Forest College maintains its long-term commitment to addressing gender pay differences within the organisation. Closing the gap is not a quick and easy fix and requires a sustained shift in cultural norms. Despite this, we maintain our commitment and responsibility to our employees to ensure integrity, inclusion and excellence in all that we do.

Pay transparency

- We evaluate all our roles against our pay frameworks. Pay progression is automatic through the grades set.

Policies

- The college has a range of accessible policies including flexible working and family friendly policies

Recruitment and retention

- Our processes are without bias, we advertise our roles with transparent pay ranges and review our recruitment and selection processes regularly.
- With inflation pushing up cost of living, the College is focusing on fair reward and for 23/24 is considering how to address workplace poverty, which has the most impact on those in the lower and lower middle quartiles that have a greater distribution of women.
- Consideration is also being given to attraction and how to best utilise market rate on the pay scale. The majority of the 'hard to fill' roles that may require market rate are in male dominated sectors and therefore offering inflated salaries to meet demand will have a negative impact on the gender pay gap. Alternatives are being considered.