

Reigate Learning Alliance Gender Pay Gap Report 2019

Introduction

Reigate Learning Alliance is committed to providing all employees with equal opportunity. Our aim is to fully engage, value and enable our employees. We have a diverse work force that works collaboratively and successfully.

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female employees receive. The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of male and female employees.

The figures in this report are based on the hourly rates of pay for staff as at 31 March 2019 (the 'snap shot' date) and relate to 'full-pay relevant employees,' which means all employees who were earning their normal rate of pay in the period in which the 'snap shot' date fell. Anyone who had unpaid leave or reduced pay due to maternity or paternity leave etc. has been excluded from the data. We were also required to include bonuses paid to staff. However, we do not pay bonuses and therefore no data for has been supplied for this in the report.

The hourly rate of pay for staff includes basic pay, area allowance and responsibility payments before tax and pension deductions, but after salary sacrifice (child care vouchers and cycle to work schemes). Overtime pay is not included.

The Reigate Learning Alliance operates three different contracts: teaching, support staff and catering/sports centre, including casual staff. However, for the purpose of the gender pay gap report, we have used the same multiplier of 36.42 hours per week for all staff.

Gender Pay Gap Figures for 31.3.19

Mean gender pay gap in hourly pay = 10.00% (up from 9.6% on 31.3.18)

Median gender pay gap in hourly pay = 12.61% (up from 4.97% on 31.3.18)

Mean bonus gender pay gap = N/A

Median bonus gender pay gap = N/A

Proportion of males and females receiving a bonus payment = N/A

These figures show the percentage of males and females in each quartile when we order hourly rates of pay from the highest to lowest and then group them into four equal quartiles. Here you can see the comparison between the percentage of males and females in each quartile compared to the calculations from 31.3.18:

As at 31.3.18	Male	Female
Upper quartile	35.48%	64.52%
Upper middle quartile	29.51%	70.49%
Lower middle quartile	34.43%	65.57%
Lower quartile	22.95%	77.05%

As at 31.3.19	Male	Female
Upper quartile	36.2%	63.8%
Upper middle quartile	32.7%	67.24%
Lower middle quartile	27.59%	72.41%
Lower quartile	29.31%	70.69%

We still maintain a higher percentage of female staff in each quartile, however, you will notice a reduction in the number of females staff in the upper, upper middle and lower middle quartiles compared to last year and a decrease in female staff in the lower quartile than last year, hence an increase in the gender pay gap. This is mainly due to a large number of higher paid female staff taking maternity leave or unpaid leave in March 2019. Had they not done so, the quartiles as at 31.3.19 would have been as follows:-

As at 31.3.19	Male	Female
Upper quartile	35%	65%
Upper middle quartile	30%	70%
Lower middle quartile	28.33%	71.67%
Lower quartile	28.33%	71.67%

Had we no unpaid leave or maternity leave in March 2019, there would have been an increase in the number of females in the Upper quartile and a decrease in the number of females in the lower quartile. It would also have meant that the Gender Pay Gap figures for 31.3.19 would have been as follows:-

Gender Pay Gap Figures for 31.3.19

Mean gender pay gap in hourly pay = 9.21% (down from 9.6% on 31.3.18)

Median gender pay gap in hourly pay = 4.19% (down from 4.97% on 31.3.18)

Mean bonus gender pay gap = N/A

Median bonus gender pay gap = N/A

Proportion of males and females receiving a bonus payment = N/A

Over the last three years the College's mean and median gender pay gaps have reduced (assuming we had no unpaid leave or maternity leave in March 2019).

A large number of female employees continue to work in support staff roles, which tend to be in the lower quartile with lower hourly rates of pay as in previous years.

Reigate Learning Alliance has, and where appropriate, continues to look at the opportunity to offer job shares, including higher paid roles, where possible. This provides those who wish to work part-time with access to higher paid jobs.

Overall, the workforce is 69.58% female and 30.42% male. Compared to last year which was 69.38% female and 30.61% male, we have increased the number of female staff at the college. Females make up the largest percentage in each quartile range, indicating that there is a broad spread across each of the quartile pay ranges.

How we are addressing the Gender Pay Gap

Recruitment

We will continue to recruit from the widest possible talent pool and to ensure our job adverts are gender neutral. We will continue to develop diverse candidate lists for jobs and to understand the importance of interviewing people with diverse panels in order to avoid unconscious biases. Reigate Learning Alliance continues to review each post and where possible and appropriate, makes them available as job shares.

Reigate Learning Alliance is actively involved in several 'get into teaching' initiatives, which encourage both new people into the profession and those who have enjoyed a career break. Reigate Learning Alliance operates its own PGCE qualification in conjunction with Canterbury Christ Church University. This qualification is a part-time course, which can be undertaken in the evenings over two years. This provides

opportunities for both males and females to gain a qualification and a new career, whilst managing their existing lifestyle.

Retention

Once we have the right people, we want them to stay. To support them we will offer a range of flexible working options at all levels where this is feasible and appropriate to ensure the continued operational efficiency of the organisation. Reigate Learning Alliance is committed to offering training to encourage staff to develop their career opportunities.

Development

We know that career paths can be varied including pastoral and academic roles. In order to develop our staff, we will maintain a healthy staff development budget. Staff are encouraged to think about what courses/training they can undertake each year in order to improve their knowledge, skills and employability. We will continue to run various courses through the S7 Consortium, which is made up of 8 sixth form colleges in the south east of England. These courses include several aimed specifically at encouraging career progression.

Staff will continue to be encouraged to study for specialised/professional qualifications and to be re-skilled through internal job moves. This will include, where appropriate opportunities to become apprentices with professional training and qualifications. We will maintain our mentoring system to support new entrants, those needing subject support and special mentors to assist when a member of staff needs additional help.

Pay evaluation

The highest proportion of employees are teachers, who are paid on set scales according to years of service and performance-related pay, which is standard practice across the education sector. All teachers regardless of gender are able to progress through the scale provided there are no issues with performance. A standard teacher with no additional responsibilities is able to progress from the bottom of the lower middle quartile to the top of the upper middle quartile simply based on years of service and performance-related pay.

When reviewing the pay level for a particular job, we will continue to compare like for like roles within Reigate Learning Alliance, review what other sixth form colleges pay for similar roles and refer to the sixth form college salaries and numbers survey in order to establish an overall framework that is consistent, transparent and fair.

The upper quartile is made up largely of managers e.g. Course Leaders, Heads of Department, Support Staff Managers, Directors and Senior Leadership Team members. These posts are selected through a fair and equitable process to find the best person for the job. Whilst this quartile is largely full-time personnel, there are a number of part-time, job shares within it. This quartile has had the biggest increase in female staff since last year.