Reigate Learning Alliance Gender Pay Gap Report 2024

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 workforce 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 2024 (the 'snapshot' 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 'snapshot' 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 (childcare vouchers and cycle to work schemes). Overtime pay is not included.

Gender Pay Gap Figures for 31.3.24

- Mean gender pay gap in hourly pay = 14.5% (up from 13.9% on 31.3.23)
- Median gender pay gap in hourly pay = 28.18% (up from 22.0% on 31.3.23)
- 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 31.3.23:

As at 31.3.24	Male	Female
Upper quartile	36.62	63.38
Upper middle quartile	35.21	64.79
Lower middle quartile	40.85	59.15
Lower quartile	16.67	83.33

As at 31.3.23	Male	Female
Upper quartile	36.2	63.8
Upper middle quartile	32.3	67.7
Lower middle quartile	33.3	66.7
Lower quartile	17.4	82.6

The calculation of the gender pay gap required by the government formula does not always provide a useful comparison – support staff and teaching staff are on different contracts and there is considerable variation among support staff. If we consider teaching staff, who all have the same pay scale, then it is possible to see a different picture:

	All teachers	Male teachers	Female teachers
Mean hourly pay	37.82	36.91	38.34
Median hourly pay	38.96	38.84	39.10

There is an increase in the gender pay gap due to 7 members of our female staff being on maternity leave on the snapshot date and therefore, not being included in this year's figures.

We had a reduction in the number of female staff in the upper, upper middle and lower middle quartiles and an increase in female staff in the lower quartile.

A large number of female employees continue to work in part-time support staff roles, which tend to be in the lower quartile with lower hourly rates of pay as in previous years. However, due to a number of higher paid female staff on maternity leave, we have had a reduction in the number of female staff in the highest quartile.

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% female and 31% male, which is similar to last year. Females make up the largest percentage in each quartile range, indicating that there is a broad spread across each of the quartile pay ranges.

The gender pay gap figures for 31 March 2024 are based on the methodology of the gender pay gap reporting requirements, rather than calculating pay per actual hour worked. If we consider pay per hour worked for workers who are employed on the same basis, this produces a very different picture. Teachers are the biggest group of staff who have the same type of contract.

The nature of support staff term time only contracts introduces a different level of complexity. Adopting the pay gap method of treating staff who work term time only as if they were working the same number of hours as 52-week employees is not going to give a fair comparison.

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 Brighton 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 and actively seeks to promote internally where possible.

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 southeast 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 to establish an overall framework that is consistent, transparent and fair.

Each role within the College has a set pay scale irrespective of whether it is occupied by a male or female working full or part-time.

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.