

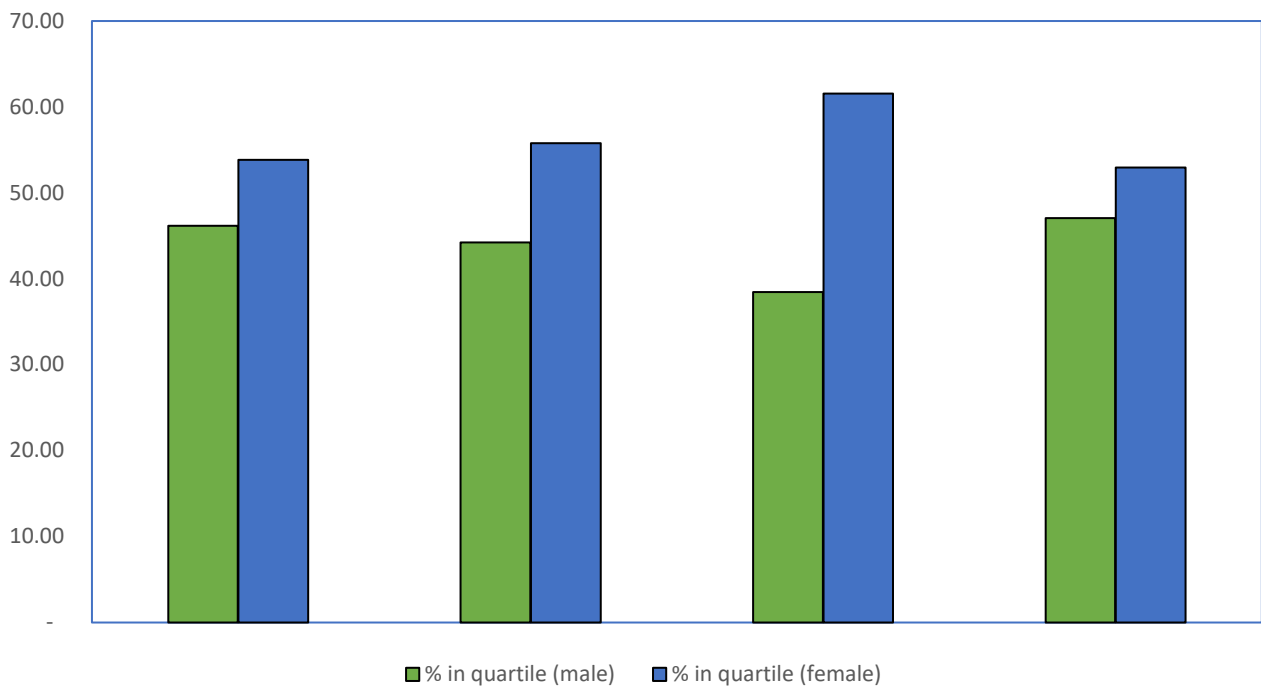
Hourly Rate Gaps

	Male	Female	Percentage Difference
Mean	£22.40	£22.87	-2.10%
Median	£26.42	£26.43	-0.04%

Hourly Rate Quartiles

	Lower (52)		Lower Middle (52)		Upper Middle (52)		Upper (51)	
Male	24	46.15%	23	44.23%	20	38.46%	24	47.06%
Female	28	53.85%	29	55.77%	32	61.54%	27	52.94%

Proportion of male and female employees per quartile



Bonus Gaps

	Male	Female	Percentage Difference
Mean	£0	£0	0%
Median	£0	£0	0%

Bonus Proportions

Number of Males receiving bonus:	0/91
Proportion of Males receiving bonus:	0%
Number of Females receiving bonus:	0/116
Proportion of Females receiving bonus:	0%

LRSFC GENDER PAY REPORT 2023

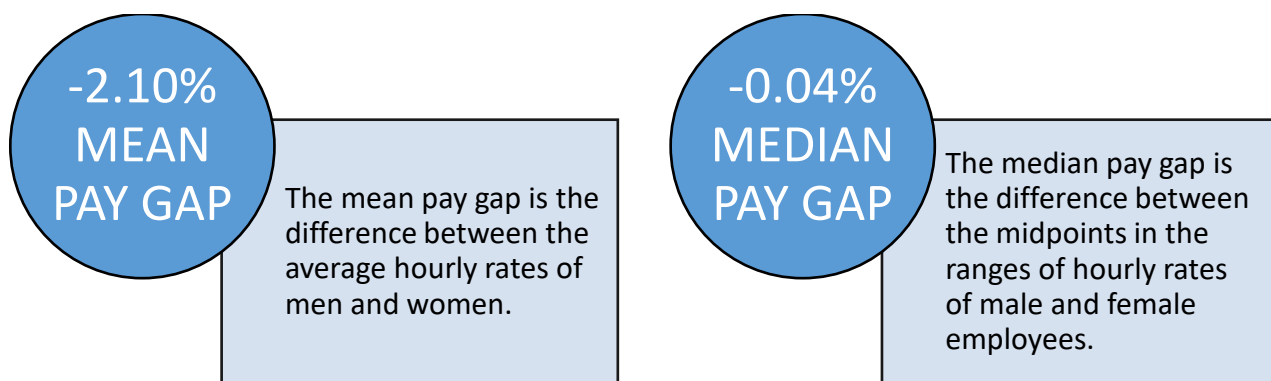
At Long Road Sixth Form College we are committed to promoting and maintaining equality of opportunity and freedom from discrimination and harassment on grounds of sex, race, disability, sexual orientation, marital status, pregnancy, gender reassignment, religion/belief or age, in line with the Equality Act.

Long Road Sixth Form College is a member of the Sixth Form Colleges Association (SFCA) and the College adheres to the SFCA salary scales, for both Teaching Staff and Support Staff. A grading assessment is carried out for each Support Staff role and a salary grade assigned, within a set range of spine points. Teaching Staff are assigned a salary point predominantly based on years of service and both Support and Teaching staff move through the pay scales annually, based on their performance.

THE SNAPSHOT:

Gender pay gap calculations are based on payroll data from a specific date each year (31 March 2023). The individuals counted within the snapshot categorised as being on Full Pay are those upon the snapshot date, and consequently, any individuals who are on maternity/sabbatical leave or unpaid sick leave are excluded from the snapshot. In March 2023, 1 female teacher was excluded from the 2023 Gender Pay Gap Report due to maternity leave. Similarly, any staff who commence employment or leave employment mid-way through March 2023 are deemed not to have been fully paid as of 31 March 2023, and are therefore also excluded from the snapshot (2 male members of staff in 2023). The charts in this report show the differences between the 'snapshots' of this year and previous years, and do not necessarily reflect a holistic picture of the College's staffing since 2017.

AS OF 31 MARCH 2023 WE CAN PROUDLY CONFIRM THAT THERE IS NO GENDER PAY GAP AT LONG ROAD!



**AVERAGE HOURLY RATE
OF MALE STAFF:**

£22.40 (MEAN)

£26.42 (MEDIAN)



**AVERAGE HOURLY RATE
OF FEMALE STAFF:**

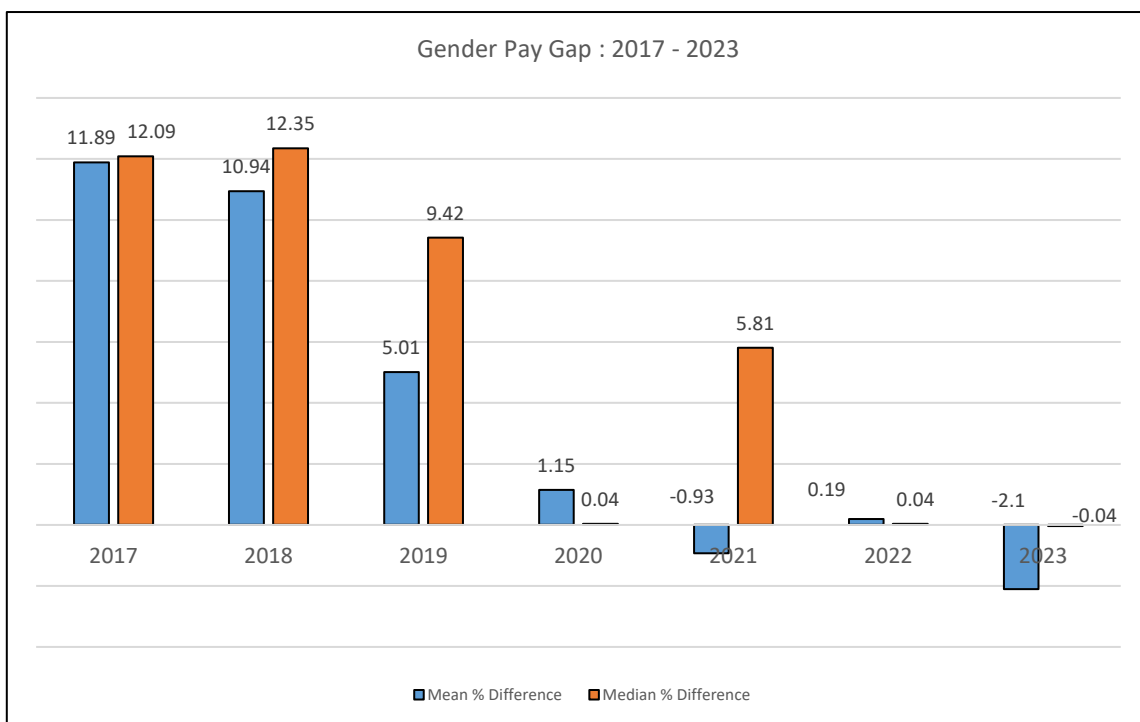
£22.87 (MEAN)

£26.43 (MEDIAN)

The main reason for the closure of our pay gap in 2023 is that we employ more female staff than male staff in higher paying roles.

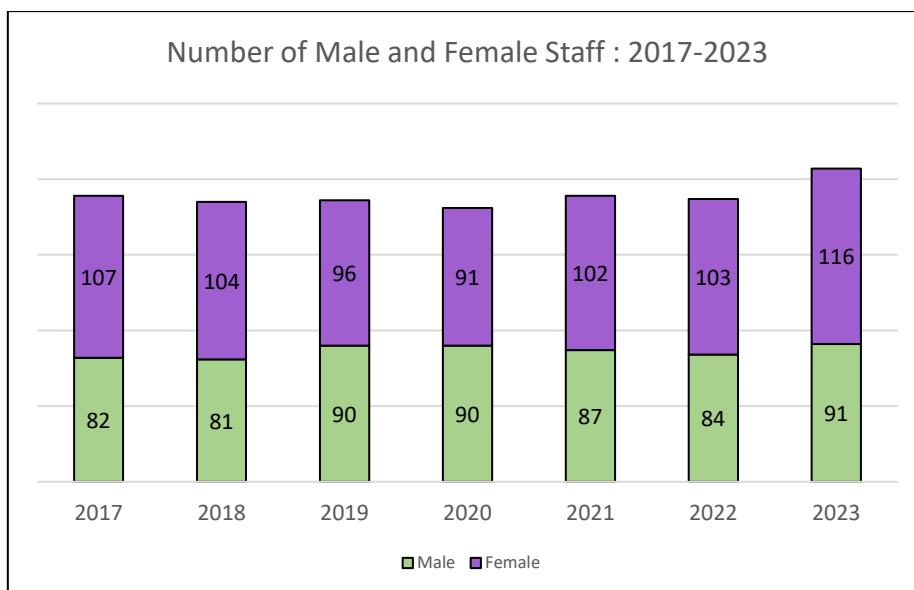
OUR PROGRESS

As shown in graph below, over the past 7 years our gender pay gap has decreased even further since 2022.

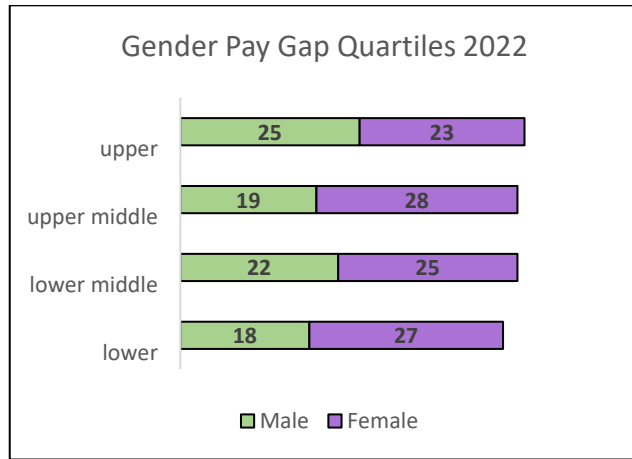
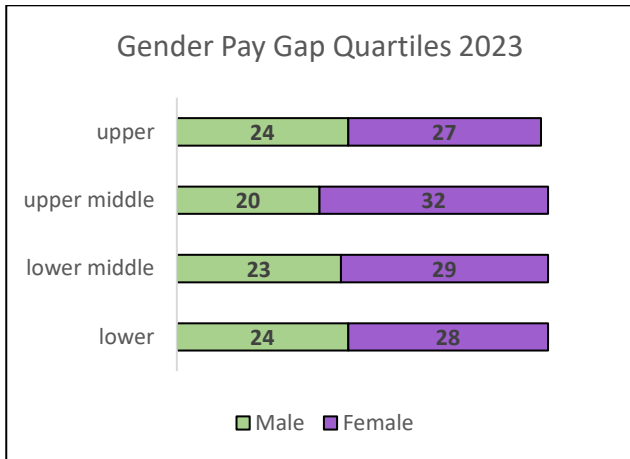


REASONS FOR THE CHANGE

The chart below shows how the shape of our workforce has remained fairly even over the past 7 years, though we have consistently employed more women than men. In 2023 the number included in the Gender Pay Gap snapshot increased by 10.7%. The increase can be partially explained by the re-inclusion of 6 members of staff in the 2023 Gender Pay Gap data, who had been excluded in the 2022 report due to long-term sickness absence or maternity leave.



1. **In 2023 the disparity between male and female staff in the Lower quartile significantly decreased.** Our Upper and Upper Middle quartiles have always remained fairly evenly split between male and female staff, and in 2022, our gender pay gap was negatively affected by the predominance of female employees in lower paying roles in the Lower quartile. As the chart for 2022 indicates below, the **number** of male employees in the lower-paid quartiles decreased against 2021. Also, analysis of our Upper Middle and Upper quartiles shows that we employ more female staff than male staff at a higher rate of hourly pay.

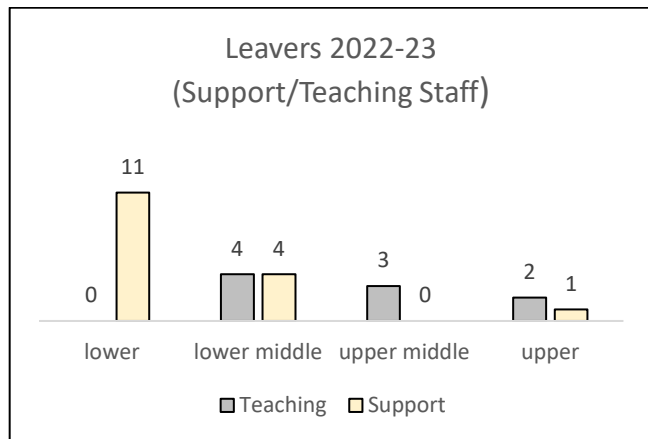
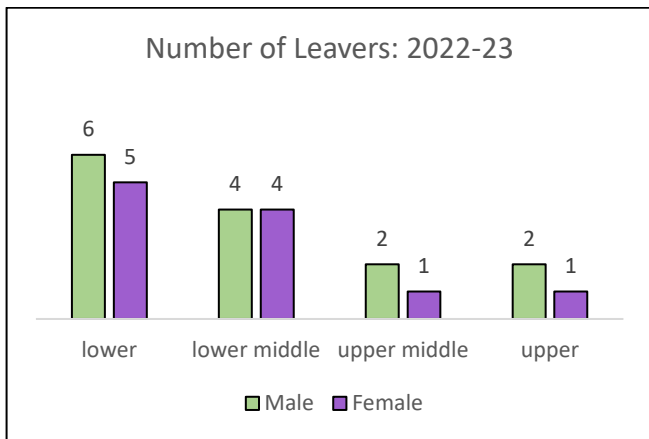


It is worth noting that 5 members of female teaching staff returned to work at the College following maternity leave and fall into the upper middle/upper banding.

In all quartiles, we employ slightly more female staff than we do male, and this mostly even distribution has contributed to our positive pay gap status.

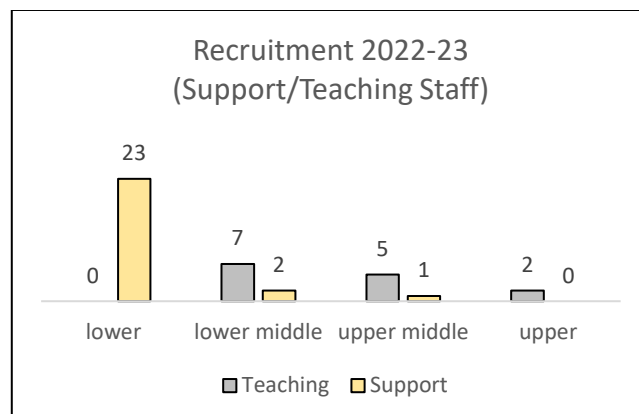
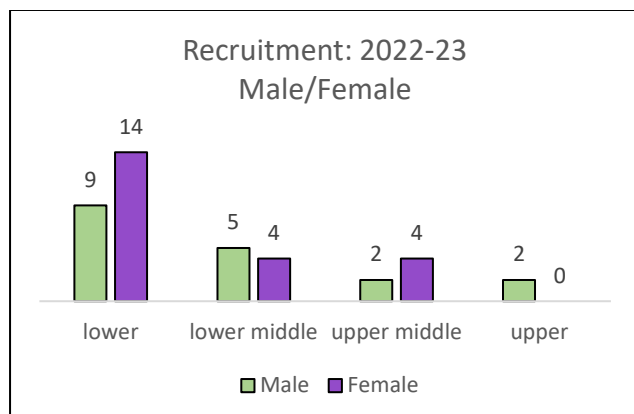
2. **Pay increases in 2002-23.** From September 2022 the SFCA implemented a minimum 5% increase to both the Teachers Pay Scale and the Support Staff Pay Scale. Furthermore, in a concerted effort to address the cost of living crisis experienced by our staff, and to match market rates in the Cambridge area, the Senior Leadership team conducted a review of the Support Staff Pay Spines and implemented a pay increase for all support staff in August 2022. Support staff pay increases have contributed to the equalisation of pay between male and female employees across the lower and lower middle quartiles and have contributed to the retention of key staff.

3. **The demographic of our Leavers.** During the year from 1 April 2022 to 31 March 2023, 25 individuals left our employment, 14 of whom were men and 11 of whom were women. The numbers of male and female leavers from each quartile are broadly similar.



Of these leavers, 16 were Support Staff (7 men and 9 women) and 9 were teaching staff (6 men and 3 women). The majority of our leavers were from the Lower quartile, and most of these left for new roles, with higher salaries or enhanced career opportunities. Of the 9 Teaching staff who left our employment, 7 of them left the Teaching profession altogether whether to retire or to pursue other careers.

4. **Demographic of our Joiners.** From April 2022 to March 2023, we had **40 staff join the College**, 18 of whom were men and 22 of whom were women. The spread of male and female staff across the quartiles is fairly proportionate, showing that our recruitment practices are fair and effective in contributing to the closure of the Gender Pay Gap.



Due to an increase in student numbers in September 2022, staff numbers in both Support and Teaching departments were increased. The majority of our joiners in the Lower quartile were women – most of whom joined our Academic Support team, Progression team or Student Services department. Following the recruitment crisis experienced by many employers in the South East in 2021 and 2022, it was a significant success to be able to fill key vacancies in the Estates team, Reprographics and Student Services departments.

Our gender pay gap has closed but there is always progress to be made, and the College will remain vigilant in efforts to ensure equal pay for our staff.

Addressing the Gender Pay Gap

1. The College will continue to maintain a focus on closing the gender pay gap. Gender equality remains a core part of College strategy. We regularly review our internal equality reporting to ensure it measures our progress effectively and identifies action.
2. Training and Development remains a key focus of the College. We aim to ensure that all staff have access to the training that will enable them to maximise their potential within the workplace (and also their earning potential) and enable staff to take the next steps in their careers (even if this is with other employers). We are keen to ensure that our staff develop the skills and knowledge and are likewise seeking to ensure that development pathways to management roles are easily accessible to both female and male Long Road colleagues.
3. The College recognises the requirement of further Support Staff training for succession planning, which has the potential of closing the gender pay gap. We also offer 'on the job' teacher training over 2 years, which allows a flexible way into a teaching career.
4. Our recruitment processes remain gender neutral and the College will continue to advertise all roles fairly and widely.
5. The College have initiated a Working from Home Policy (Support Staff) and are keen to ensure that this option is available to all staff (where appropriate). This initiative has been welcomed by both male and female members of Support staff, who have found it to be conducive to a better work/family life balance.
6. As the National Living Wage increases year by year, we will be guided by the SFCA evaluating Support and Teaching staff salaries and will continue to undertake grade assessments for all new support staff roles.
7. We are committed to encouraging flexible working and job share opportunities.