

Long Road Sixth Form College: Gender Pay Gap Report 2021

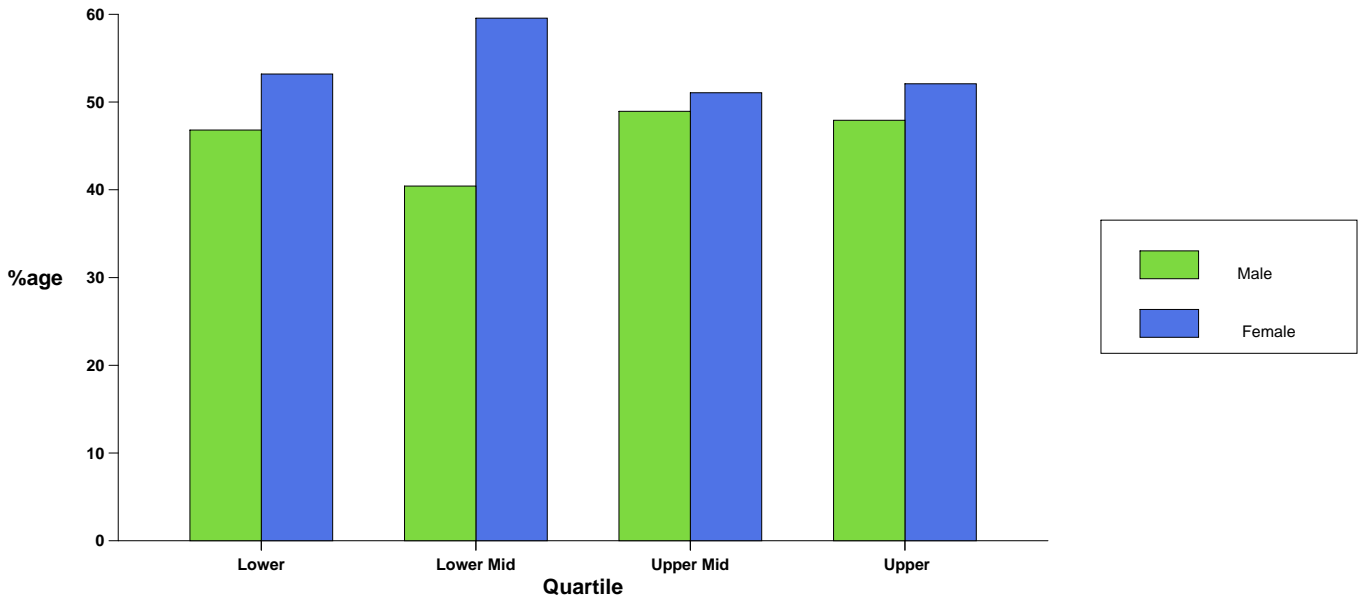
Hourly Rate Gaps

	Male	Female	Percentage Difference
Mean	20.50	20.69	-0.93%
Median	24.62	23.19	5.81%

Hourly Rate Quartiles

Gender	Lower (47)		Lower Middle (47)		Upper Middle (47)		Upper (48)	
Male	22	46.81%	19	40.43%	23	48.94%	23	47.92%
Female	25	53.19%	28	59.57%	24	51.06%	25	52.08%

Proportion of male and female employees per quartile



Bonus Gaps

	Male	Female	Percentage Difference
Mean	0.00	0.00	0.00%
Median	0.00	0.00	0.00%

Bonus Proportions

Number of Males receiving bonus:	0 / 87
Proportion of Males receiving bonus:	0.00%
Number of Females receiving bonus:	0 / 102
Proportion of Females receiving bonus:	0.00%

LRSFC GENDER PAY REPORT 2021

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.

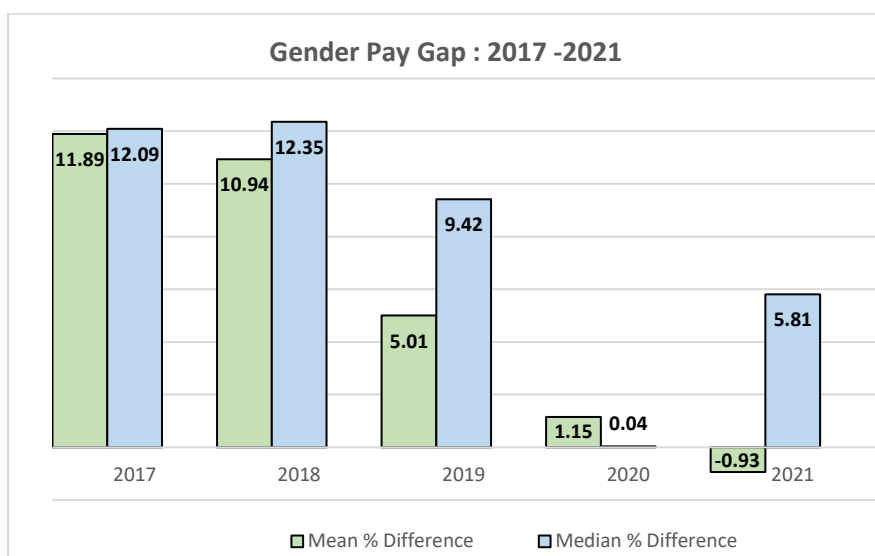
Since 2017, all organisations with 250 or more employees working in England, Scotland or Wales on an annual snapshot date of 31 March are required to publish gender pay gap figures. Although the College is not required to report our results for 2021 as during that year our total number of employees on the relevant snapshot date of 31 March 2021 was below 250, for continuity and as a sign of our continued commitment to closing the Gender Pay Gap, we have voluntarily published our figures.

THE SNAPSHOT:

Gender pay gap calculations are based on payroll data from a specific date each year (31 March 2021). 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. Similarly, any staff who commence employment or leave employment mid-way through March 2021 are deemed not to have been fully paid as of 31 March, and are therefore also excluded from the snapshot. **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.**

OUR PROGRESS:

Since we commenced Gender Pay Gap Reporting in March 2017, the College have continued to work towards closing our gender pay gap. **In of March 2021, we went beyond closing the gender pay gap and we are proud to say that the average hourly pay received by women employed at Long Road Sixth Form College exceeded the average hourly pay of our male employees.** This is represented in our -0.93% Mean difference.



The mean pay gap is the difference between the average hourly rates of men and women.

As of March 2021, our mean pay gap reduced to -0.93%.

The median pay gap is the difference between the midpoints in the ranges of hourly rates of male and female employees.

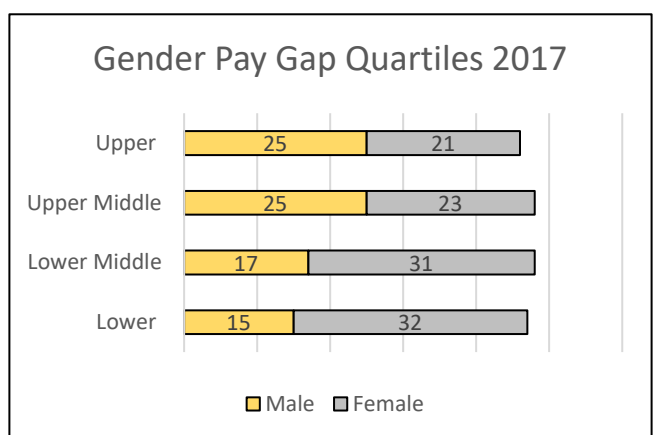
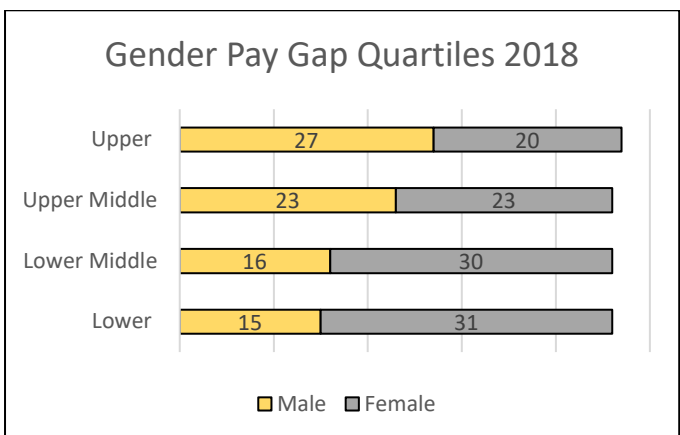
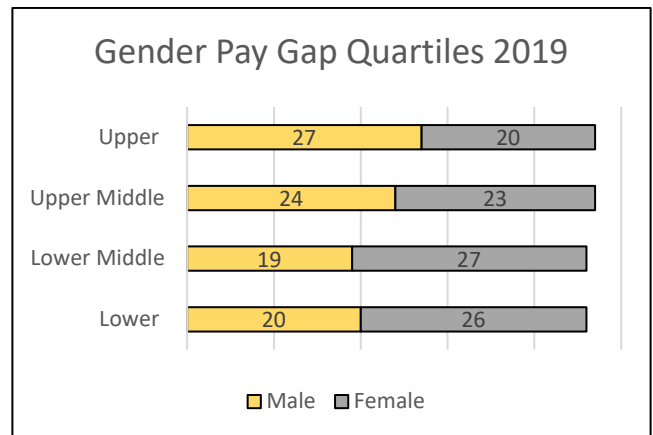
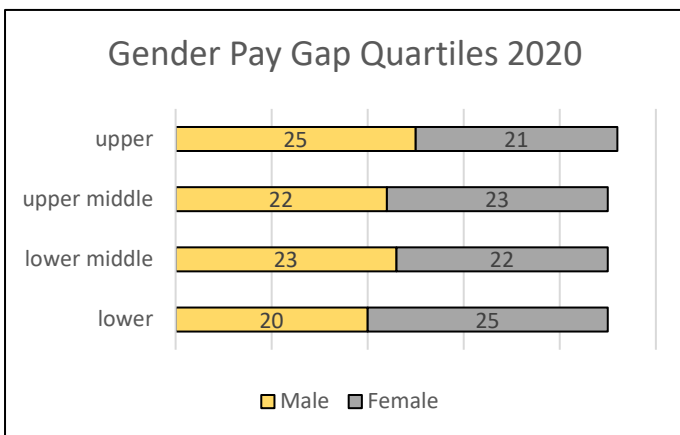
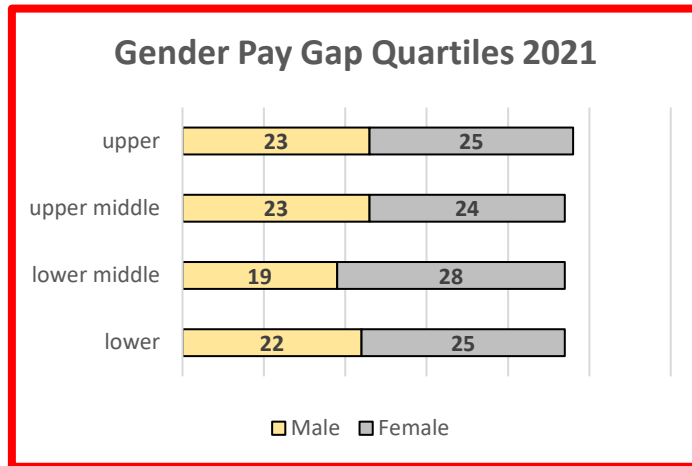
As of March 2021, our median pay gap increased to 5.81%

As of March 2021, the mean average salary of our male staff was £20.50 per hour, and the mean average salary for our female staff was £20.69 per hour.

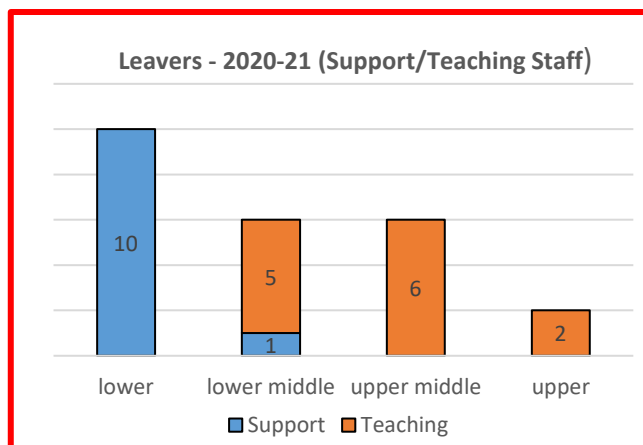
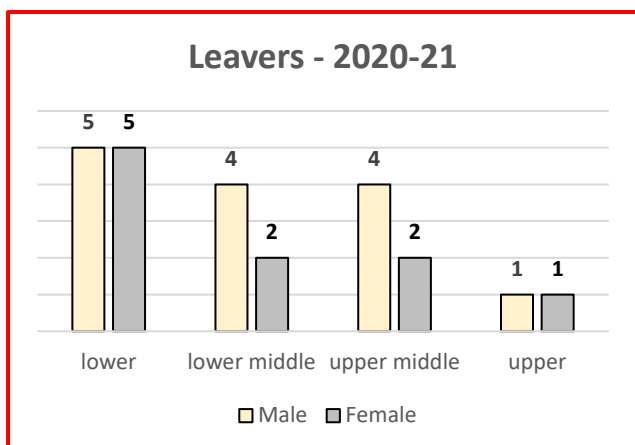
However, we did experience an increase in the differentiation between median hourly rates, with the average men earning a median average of £24.16 per hour and women earning a median average of £23.19 per hour.

REASONS FOR THE CHANGE

- The shape of our workforce has changed. In the past year, the numbers of male and female employees have shifted since 2020.** In March 2017 we employed 82 men and 107 women. In March 2018 we employed 82 (44%) men and 104 (56%) women. In March 2019 we employed 90 (48%) men and 96 (52%) women. In March 2020, we employed 90 (49%) men and 91 (51%) women. However, in March 2021 the dynamic of our workforce shifted, and we employed 87 (45%) men and 102 (54%) women.
- Despite the changes to the dynamic of our workforce, the equalisation of our workforce across all quartiles continues.** Our Upper and Upper Middle quartiles have always remained fairly evenly split between male and female staff, and until 2019, our gender pay gap was significantly negatively affected by the predominance female employees in lower paying roles in the Lower quartile. As the charts indicate below, the increase of male employees in Support Staff roles, has sustained the demographic of our lower quartile, which has remained almost identical to that of 2019 and 2020.



3. **The demographic of our Leavers.** From 1 April 2020 to 31 March 2021, 24 individuals left our employment, 14 of whom were men and 10 of whom were women. The numbers of male and female leavers from each quartile are broadly similar, however, most leavers from the middle quartiles were male.

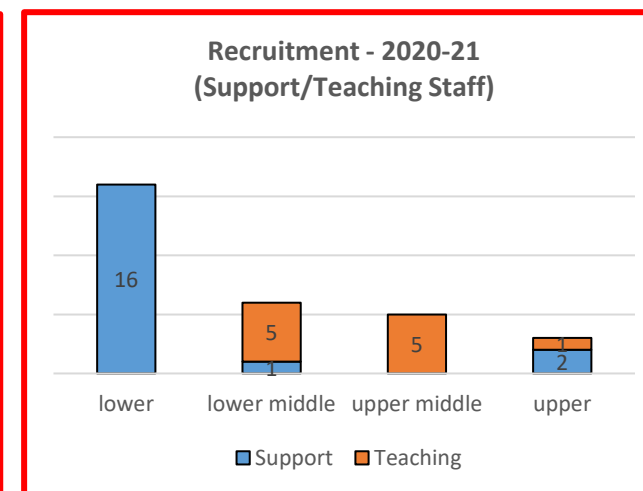
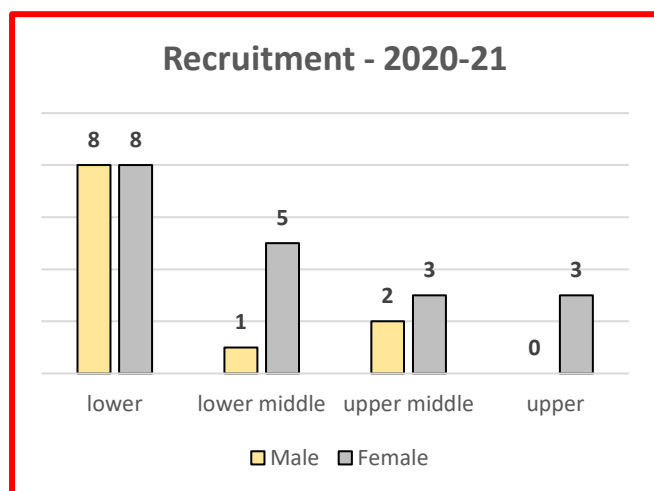


Of these leavers, 11 were Support Staff (5 men and 6 women) and 13 were teaching staff (8 men and 5 women). It is worth noting that of our leavers in the lower quartiles are Support Staff and those in the upper quartiles are teaching staff. This demonstrates the significant difference between the average earnings between our Teaching and Support staff.

4. **Covid-19 and the demographic of our Joiners.** From April 2020-2021 we had 30 staff join the College, 11 of whom were men and 19 of whom were women.

As a result of the global Covid-19 pandemic, new roles were created within the College. These roles were predominantly support staff roles that were focussed on monitoring social distancing amongst students, cleaning and hygiene, monitoring and recording Covid-19 regulations and student attendance, and academic and learning support for students who had struggled during lock-down and reacclimatising to College life.

Whilst the lower quartile is evenly split between men and women, nearly half of all our total recruitment for the year was composed of women into the lower and lower middle quartiles (13 in total). However, women were also predominantly recruited into the upper middle and upper quartiles, and no men were recruited into the upper quartile in 2020-21.



5. **Support Staff Pay Increases.** Following a long-awaited review of the Support Staff Pay structure by the SFCA and the National Joint Council Committee for Support Staff in 2019, a revised and extended pay structure

was agreed and incorporated a significant increase for lower paid Support staff to take account of statutory minimum wage requirements and to balance pay differentials at the bottom of the Support Staff pay spine. Further agreements were reached during 2020, and resulted in 3 separate rounds of pay increase in January 2020, October 2020 and January 2021, totalling a 5.75% increase across all Support Staff pay bandings.

The increases in Support Staff pay, and the continued equalisation of male and female staff across all quartiles, and the recruitment of women into the upper quartile has had a dramatic impact on fully closing the gender pay gap for mean average earnings at Long Road Sixth Form College. But there is still work to do and we will continue to be vigilant in attempting to close the median pay gap also.

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 will review our internal equality reporting to ensure it measures our progress effectively and identifies action.
2. Our recruitment processes remain gender neutral and the College will continue to advertise all roles fairly and widely. We ensure all interviewers have undergone unconscious bias training.
3. The College recognises the requirement for 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 teaching.
4. 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.
5. We are committed to encouraging flexible working and job share opportunities.