

Gender Pay Gap Report Snapshot date March 2022

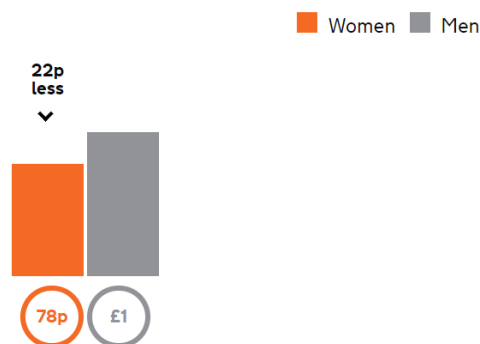
Gender Pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing the pay gap between male and female employees. The college has published the figures on the Government Equalities website.

Please see below the calculations for Hertford Regional College this reporting period:

	Mar-22
Mean Gender Pay Gap	10.56%
Median Gender Pay Gap	22.38%
Mean Bonus Pay Gap	29.78%
Median Bonus Pay Gap	29.17%

Hourly pay gap

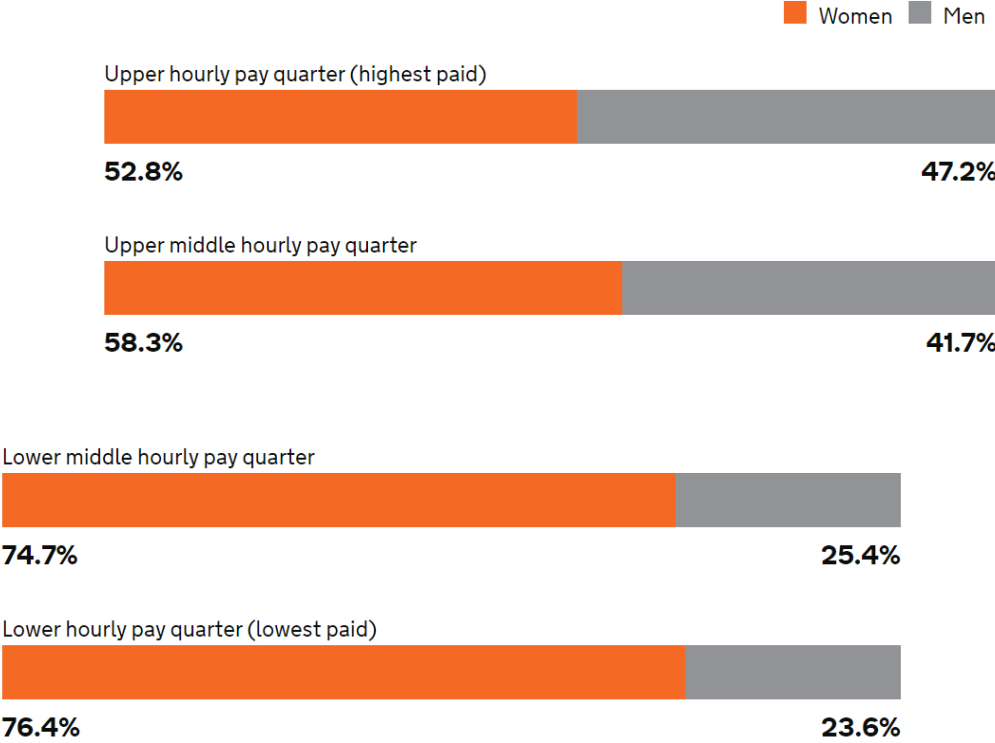
Women earn 78p for every £1 that men earn when comparing median hourly rate. Their median hourly pay is 22.4% lower than men’s.



When comparing mean hourly pay, women’s mean hourly pay is 10.6% lower than men.

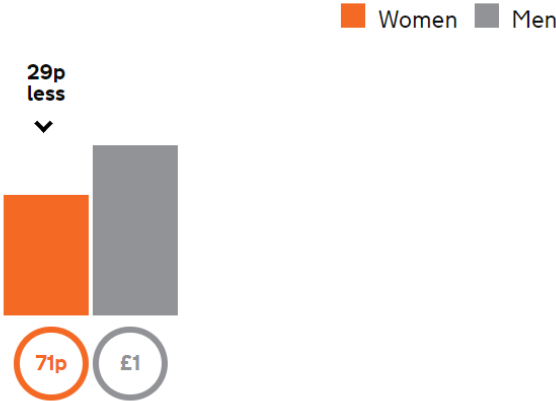
In line with regulations, employers need to report on the proportion of male and female employees in each four pay bands. Lower Quartile represents lowest salaries and Upper Quartile represents the highest salaries.

Women occupy 52.8% of highest paid jobs and 76.4% of the lowest paid jobs.



Bonus Pay Gap

Below shows that for this reporting period that women earn 71p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 29.2% lower than men's.



When comparing mean bonus pay, women's mean bonus pay is 29.8% lower than men. 97% of women received bonus pay and 86% of men.

Hertford Regional College's pay approach supports the fair treatment, reward and recognition of all staff irrespective of gender.

HRC uses pay scales and grades with incremental annual progression. Pay scales vary according to the level of responsibility for a role. Job roles in the college are assigned a grade. Each grade has incremental points from between 3 to 5 depending on the grade. Staff are expected to move through the incremental points for their grade, based on length of service¹.

Rationale for the gap

The College has a higher percentage 76.4% of Females than Males at the Lower quartile. These roles occupied by women tend to be learning/student support roles and they are predominantly term time only, which due to the gender pay gap calculation artificially lowers their rate of pay as it spread across 52 weeks instead of term time weeks. The gender profile for the FE workforce has been for many years more female dominated, possibly because of the flexibilities offered.

The Mean has seen another year of reduction – 1.61% reduction and also the Median has seen just over a 1% reduction.

The pay gap could be due to a number of reasons: 1) Each year we have less Hourly paid staff as they are replaced with HRG and therefore do not form part of these figures 2)Bonus Pay is pro rata for part time staff 3)Market supplements form part of the figures and by the very nature of these skills shortage areas attract men.

It is useful to highlight that the gender profile of the college is 70% female, which tends to be the sector norm.

Eradicating the Gender Pay Gap

The College will ensure that gender equality is a central point in the creation of our College's, Equality, Diversity and Inclusion Strategy. We will review our recruitment and salary assessment processes, focus on how to attract women into the male-dominated roles within the College. We intend to actively monitor and take targeted action where necessary.

We will continuously ensure that women within Business Support roles have the opportunity and ability to progress their careers within the College through talent management and on-going personal development. However, women do occupy 52.8% of highest paid jobs.

Report by

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