

Gender Pay Gap Report 2021

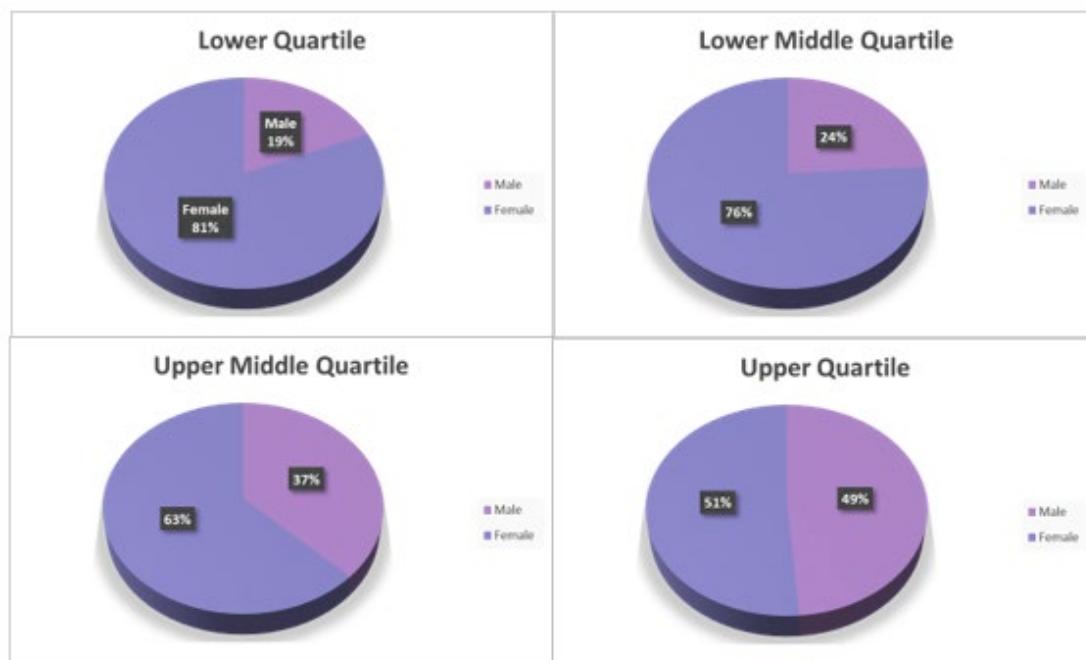
Gender Pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing the pay gap between male and female employees. The college has published the figures on the Government Equalities website.

Please see below the calculations for Hertford Regional College over a three year period:

Mean Gender Pay Gap	14.33%
Median Gender Pay Gap	23.44%
Mean Bonus Pay Gap	37.37%
Median Bonus Pay Gap	28.47%

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

The proportion of males/females in each quartile band is as follows:



The proportion of Employees receiving a bonus:



31%



69%

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 81.33% of Females than Males at the Lower quartile. These tend to be business support roles, a number of which are learning/student support roles and they are predominantly term time only. In addition, there are more women in part-time positions generally.

The Mean has seen a 1.71% reduction and Median has seen a 4.58% increase. The mean Female hourly rate dropped by a small amount 0.05p per hour and the Male mean hourly rate has also dropped by 40p. The median gap is influenced by the higher proportion of women compared to men in the lower grades. This means a drop in the median salary for women when compared with the median for men.

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) There was higher number of leavers than previous years and 3) These figures include furlough pay 4) There are occasions throughout the year where salaried staff are replaced by HRG which affects the balance.

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.

Report by

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