

## Gender Pay Gap Reporting 2020

Organisations with over 250 employees must comply with the legislation of Gender Pay Gap Reporting Regulations which came into effect from 5 April 2017. Darlington College had a 'headcount' of 463 at 31 March 2020 which is the necessary census point for this report. The College is required to publish the information on the College website and also to place the information on the designated government website.

There are six basic calculations which are required as follows:

1. The mean gender pay gap
2. The median gender pay gap
3. The mean bonus gender pay gap
4. The median bonus gender pay gap
5. The proportion of males and females receiving a bonus payment
6. The proportion of males and females in each quartile band

The ACAS guide on Gender Pay Reporting [www.acas.org.uk/genderpay](http://www.acas.org.uk/genderpay) has been used to provide guidance on the actual calculation required. The College will provide a written statement confirming that the calculations are accurate and this must be signed by an appropriate senior person at the College the Principal and Chief Executive.

Providing a narrative will also be necessary to help people understand the Organisation, and give some explanation regarding any differences and provide a view of why a gender pay gap is present. It is also necessary to provide some actions of what the Organisation intends to do to close the Gender Pay Gap.

The following is a summary of gender split at Darlington College on 31 March 2020:

Gender	Number of staff
Male	151
Female	312
Total	463

### 1. Mean Average Gender Pay Gap 2020

Mean /Average	Average hourly rate of pay	Number of staff
Average/Mean male rate @ 31.3.20	(A) £15.22	151
Average/Mean female rate @ 31.3.20	(B) £14.18	312
Total Average		
Gender Pay Reporting calculation:		
<ul style="list-style-type: none"> <li>A is the mean hourly rate of pay – Male</li> <li>B is the mean hourly rate of pay - female</li> <li>Results must be %</li> </ul>		
$\frac{A-B}{A} \times 100$	$\frac{15.22 - 14.18}{15.22} \times 100$	= 6.833 % mean gender pay gap

### 2. Median Gender Pay Gap 2020

Median	Median hourly rate of pay	Rate of pay
Median male rate @ 31.3.20	(A)	15.08
Median female rate @ 31.3.20	(B)	12.19
Gender Pay Reporting calculation:		
<ul style="list-style-type: none"> <li>A is the median hourly rate of pay – Male</li> <li>B is the median hourly rate of pay - female</li> <li>Result must be %</li> </ul>		
$\frac{A-B}{A} \times 100$	$\frac{15.08-12.19}{15.08} \times 100$	= 19.164 % median gender pay gap

### 3. Mean Bonus Gender Pay Gap

Mean Bonus Gender Pay Gap	There are no Bonus payments at Darlington College
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### 4. Median Bonus Gender Pay Gap

Median Bonus Gender Pay Gap	There are no Bonus payments at Darlington College
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### 5. The proportion of males / females receiving bonuses - Gender Pay Gap

The proportion of males / females receiving bonuses - Gender Pay Gap	There are no Bonus payments at Darlington College
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### 6. Quartile Gender Pay Gap 2020

Quartile	male	female	total
Lower Quartile 1	(A) 24	(B)103.00	(C) 127
Lower Middle Quartile 2	(A) 44	(B) 83.00	(C) 127
Middle Upper Quartile 3	(A) 39	(B) 88.00	(C) 127
Upper Quartile 4	(A) 55	(B) 73.00	(C) 128
Total	(A) 162	(B) 347.00	(C) 509

* Please note due to some staff having more than one role this total analysis is higher than headcount as is split by each job role.		Job Contract Roles	Job Contract Roles	Job Contract Roles
Proportion of male to female employees in each band is required.				
First calculation is: Male $\frac{A}{C} \times 100$ Total C				
Second calculation is: Female $\frac{B}{C} \times 100$ Total C				
	Quartile	% Male	% Female	
	Quartile 1	$\frac{24}{127} \times 100 = 18.9\% \text{ Male}$	$\frac{103}{127} \times 100 = 81.1\% \text{ female}$	
	Quartile 2	$\frac{44}{127} \times 100 = 34.6\% \text{ Male}$	$\frac{83}{127} \times 100 = 65.4\% \text{ female}$	
	Quartile 3	$\frac{39}{127} \times 100 = 30.7\% \text{ Male}$	$\frac{88}{127} \times 100 = 69.3\% \text{ female}$	
	Quartile 4	$\frac{55}{128} \times 100 = 43\% \text{ Male}$	$\frac{73}{128} \times 100 = 57\% \text{ female}$	
	Overall	$\frac{162}{509} \times 100 = 31.8\% \text{ Male}$	$\frac{347}{509} \times 100 = 68.2\% \text{ female}$	

### **Gender Pay Data - Supporting Narrative**

Darlington College is a General Further Education College in the North East of England. The College fully supports the principle of equal opportunities in employment which includes equal pay for work of equal value.

The College operates a performance related pay system and upon a satisfactory achieved performance rating this allows salary progression each year. Once the top of the salary scale is reached then the salary ceases to progress outside of the annual pay award scale adjustment. Staff cannot progress to the next grade without applying for a more senior vacancy.

After analysing the pay data using the national criteria it shows there is a disparity. The primary reason is that the College employs significantly more female than male staff at a 1:2 ratio (151 Males 312 Females). Many of these female staff occupy roles which fall within Quartile 1 and 2 of the gender pay profile and this accounts for some of the differences. The on-site Childcare Centre and in house catering services makes up a high proportion of these roles and also a significant number of learning support and administrative roles are occupied by female staff.

Due to the type of courses which are delivered at the Darlington College a high number of teaching staff are employed from male dominated professions such as Engineering, Construction, IT, Sport and Uniformed Services Media etc. These teaching roles tend to fall into the medium and upper quartile. The College also has a large number of long serving teaching staff who have reached the maximum of the salary scale.

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