

Gender Pay Gap Reporting 2021

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 527 at 31 March 2021 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 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 2021:

Gender	Number of staff
Male	169
Female	358
Total	527

1. Mean Average Gender Pay Gap 2021

Mean /Average	Average hourly rate of pay	Number of staff
Average/Mean male rate @ 31.3.21	(A) £15.40	169
Average/Mean female rate @ 31.3.21	(B) £14.60	358
Total Average		
Gender Pay Reporting calculation:		
<ul style="list-style-type: none"> A is the mean hourly rate of pay – Male B is the mean hourly rate of pay - female Results must be % 		
$\frac{A-B}{A} \times 100 = \frac{15.40 - 14.60}{15.40} \times 100 = 5.19\% \text{ mean gender pay gap}$		

2. Median Gender Pay Gap 2021

Median	Median hourly rate of pay	Rate of pay
Median male rate @ 31.3.21	(A)	15.62
Median female rate @ 31.3.21	(B)	12.44
Gender Pay Reporting calculation:		
<ul style="list-style-type: none"> A is the median hourly rate of pay – Male B is the median hourly rate of pay - female Result must be % 		
$\frac{A-B}{A} \times 100 = \frac{15.62 - 12.44}{15.62} \times 100 = 20.3\% \text{ median gender pay gap}$		

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 2021

Quartile	male	female	total
Lower Quartile 1	(A) 28	(B) 104.00	(C) 132
Lower Middle Quartile 2	(A) 42	(B) 90.00	(C) 132
Middle Upper Quartile 3	(A) 44	(B) 88.00	(C) 132
Upper Quartile 4	(A) 55	(B) 76.00	(C) 131

Total * 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.	(A) 169 Job Contract Roles	(B) 358 Job Contract Roles	(C) 527 Job Contract Roles
Proportion of male to female employees in each band is required.			
First calculation is: Male $\frac{A}{C} \times 100$		Second calculation is: Female $\frac{B}{C} \times 100$	
Total C		Total C	
	Quartile	% Male	% Female
	Quartile 1	$\frac{28}{132} \times 100 = 21.2\% \text{ Male}$	$\frac{104}{132} \times 100 = 78.8\% \text{ female}$
	Quartile 2	$\frac{42}{132} \times 100 = 31.8\% \text{ Male}$	$\frac{83}{132} \times 100 = 68.2\% \text{ female}$
	Quartile 3	$\frac{44}{132} \times 100 = 33.3\% \text{ Male}$	$\frac{88}{132} \times 100 = 66.7\% \text{ female}$
	Quartile 4	$\frac{55}{131} \times 100 = 42\% \text{ Male}$	$\frac{76}{131} \times 100 = 58\% \text{ female}$
	Overall	$\frac{169}{527} \times 100 = 32\% \text{ Male}$	$\frac{358}{527} \times 100 = 68\% \text{ female}$

Narrative

Darlington College supports the principle of Equal Opportunities in employment which includes equal pay for work of equal value and recognises this by the pay system which is based on equal pay principles.

A Gender Pay Gap using the analysis criteria does exist but not because the College had acted inappropriately or a discriminatory way. Darlington College employs many more female staff than males at a 1:2 ratio (169 males 358 females). Many of these female staff occupy roles which are in the Business Support area of the business.

The Gender Pay Gap has remained similar to last year (2020) which had narrowed considerably since the 2019 report. In 2020 the mean difference has further reduced from 6.822% to 5.19% and the median difference which was 30% in 2019 has reduced to 20.3% in the latest Gender Pay Gap report this year (just up from 19.1% in 2020). It is likely that the overall reduction is due to the increases in the National Minimum Wage level over recent years which have affected staff on BS1-4 (Business Support) grades. As most of the staff in these grades are female (as highlighted below) the benefit of this has been felt predominantly by female staff and therefore will have narrowed the mean and median difference.

Darlington College is a Further Education establishment and employs many professional teaching staff, many of whom are from male dominated professions e.g. Engineering, Construction, IT, Media etc. These roles tend to fall into the medium and upper quartile. The College also has a large number of long serving Senior Lecturers in these areas where the staff have reached the top of their salary band.

Darlington College runs a busy Childcare Centre, an in-house Catering Department, large Learning Support area and also has many administrative posts. Many of these are predominately occupied by females and will be mainly within Quartile 1 and 2 of the organisational gender pay profile. There are 190 Business Support roles at grade

BS1-4. Of this total, 47 are male and 143 are female. This would account for some of the gender pay gap differences.

The equal pay review by grade we have also completed involves comparing the pay of males and females doing equally graded job roles in College. Darlington College operates an incremental pay system and upon a satisfactory 'achieved' performance rating this allows salary progression of one increment. Once the top of each salary scale is reached then salary ceases to progress outside of the Annual Scale Adjustment. Staff cannot progress to the next grade without applying for a vacancy and being interviewed for it. HR and the interview panel offer salaries upon employment to ensure a fair and consistent approach to this.

Darlington College

Central Park

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