

Writtle University College Gender Pay Gap Report 2019

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Introduction

Writtle University College (WUC) is committed to addressing barriers to equality and providing all employees with equality of opportunity within a culture which is inclusive, collegial, actively respects and values differences and combats prejudice and discrimination.

We are required by law under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (SI 2017/172), as a public sector employer to report under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (SI 2017/353) (the public-sector Regulations), to publish an annual gender pay gap report. This is its report for the snapshot date of 31 March 2018.

It is important to refresh understanding of the difference between equal pay and a gender pay gap:

- Equal pay refers to the differences in pay between men and women who carry out like for like work, work that is broadly similar, work related as equivalent under a job evaluation scheme, or work found to be of equal value in terms of effort, skill or decision making.
- A gender pay gap shows the difference in average pay between men and women, regardless of grade.

For the purposes of calculating the gender pay gap, WUC identified which of our employees are "relevant employees" and which are "full-pay relevant employees", for the purposes of this report the calculation includes our workforce as a whole; full and part-time employees including those on Maternity Leave, Sick Leave and Special Leave, together with Hourly Paid Lecturers and Casual Workers. Calculations are based on ordinary pay only and do not include any overtime.

This report will provide detail of six calculations that show the difference between the average earnings of men and women in WUC; it will not involve publishing individual employees' data.

This information is published on our own website: www.writtle.ac.uk and the government website: <https://gender-pay-gap.service.gov.uk>

Our Data

Mean gender pay gap = 12.0%.

Median gender pay gap = 15.1%.

Pay quartiles by Gender

Band	Males	Females	Description
Lower Quartile	23.6%	76.4%	Includes all employees whose standard hourly rate places them at or below the lower quartile
Lower Middle Quartile	31.8%	68.2%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Upper Middle Quartile	29.0%	71.0%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Upper Quartile	39.3%	60.7%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Proportion of Employee receiving a bonus

WUC does also not pay any such bonuses therefore there is no data in this regard.

Contextual Information

WUC is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- evaluates all job descriptions of all new proposed roles and replacement roles using the HERA (Higher Education Role Analysis) system part of the JNCHEs Pay Framework Agreement (51 point pay spine) to ensure a fair application of pay, which determines the level of Grade on WUC Single Pay Spine (SPS)
- remunerates all roles on the University College SPS except for University College Senior Leadership roles who are placed on spot salaries as determined and agreed by the Personnel and Remuneration Committee of Governors
- ensures individuals who have responsibility for determining pay levels (Grades and points) receive appropriate training on the HERA system by an accredited HERA individual external to the organisation

A factor that partially contextualises the findings is the relatively high average length of service amongst the University College's workforce. Whilst longevity of service has benefits, it can be a barrier to changing the gender balance in particular occupational groupings.

Over the last year WUC's gender pay gap has reduced (mean by 2.1% and median by 1.1%) and we continue to remain confident that it does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. This may also be affected by the gender profile of Writtle Staff; the female proportion is 66% (as at 31 March 2018).

According to the UCU (https://www.ucu.org.uk/media/9410/The-gender-pay-gap-in-further-education-England-201617---full-report-May-18/pdf/ucu_fe-gender-pay-gap-2016-17_report_may181.pdf) "in higher education, where the gender balance for the total academic workforce is 45% female/55% male, and there is a very clear and continuous decline in the number of women present as grades progress into the mid-career and professorial level to the

point where women are less than one quarter of staff and endure the largest gender pay gap, in further education there is no pay advantage to women being in the majority, despite making up the majority of staff at all levels, and there is no relationship between gender balance and the size of the gender pay gap for any staff type.”

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, across the whole economy, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. In general women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy is reflected in the make-up of WUC’s workforce however at the time of reporting the senior leadership team profile is majority female. Most front-line professional services staff are women and can be seen above in the table depicting pay quartiles by gender. This shows WUC’s workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within WUC, 76.4% of the employees in Band A are women and 23.6% men. The percentage of male employees varies throughout the remaining Bands, from 31.8% in Band B to 39.3% in Band D.

We are pleased to be able to say that WUC’s gap compares favourably with the economy as a whole (Annual Survey of Hours and Earnings (ASHE) figures, Office for National Statistics October 2018) and organisations within our industry however efforts will continue in this area.

Actions to Close the Gap – ‘Closing it together’

We recognise that sustained and purposeful change will take time.

A focus on ‘closing it together’ over the last year has seen several improvements to our approach to Recruitment & Selection and a re-emphasis of consistency in other aspects of process reflecting direction from the Governments Equality Office/Behavioural Insights Team such as:

- Skills based assessment tasks embedded in the process generally
- Consistently structured interviews with all candidates asked the same set of questions
- Candidate answers during interview graded against pre-specified criteria
- Compulsory online Equality and Diversity Training

WUC will continue to focus attention in the coming year on:

- Ensuring all recruiting managers receive recruitment and selection training/refreshed
- Taking further steps to ensure that the Recruitment & Selection process is without unconscious bias
- Monitoring starting salaries to ensure pay decisions that are demonstrably equitable fairness and consistency
- Reviewing and updating related HR policies, ensuring those specific to reward
- Monitoring support for professional and personal development
- Improving workforce flexibility with Senior Leaders role modelling and championing flexible working for both men and women

WUC remains committed as an organisation to our role in achieving real gender equality.

Janine Rusbridge (Director of Human Resources & Student Services)

Date: March 2019