

Gender Pay Report, 2023

The following table and supplementary narrative reflects the Gender Pay Gap report for Moulton College, based on the snapshot date of 31 March, 2023.

Employees	Male	Female	Total
	119 (41.18%)	170 (58.82%)	289
Pay	Male	Female	Difference
Mean	£15.57	£14.35	7.85%
Median	£16.11	£13.58	15.68%
	Male	Female	
Upper	38 (52.78%)	34 (47.22%)	n/a
Upper Middle	33 (45.83%)	39 (54.17%)	n/a
Lower Middle	22 (30.56%)	50 (69.44%)	n/a
Lower	26 (35.62%)	47 (64.38%)	n/a
Bonus **	Male	Female	Difference
Mean	£7.14	£2.94	£4.20
Median	£100.00	£150.00	£50.00
No. of bonuses paid	8	4	n/a
%age receiving bonus	6.72	2.35	n/a

** = bonuses in 12 mths prior to snapshot date

The College continues its commitment to operating a work place with equal opportunities for all and engages staff on the basis of the best match to the job and person specifications to fill vacancies.

The College continues to record a higher proportion of female full pay employees at 58.82% which represents a small decrease from 59.79% in the previous year. We continue to engage a higher proportion of female staff in fractional roles which remain more common in the lower quartiles (Lower Middle Quartile 69.44% and Lower Quartile 64.38%).

Overall this translates to a mean **Gender Pay Gap of 7.85%**. This represents a decrease of 3.17% in the Gender Pay Gap compared to the figure reported the previous year of **11.02%**. We have seen an increase in median pay rates for both genders. Primarily this has been supported by the continued increase in the Living Wage benefitting those in the Lower Quartile which has a dominance of females. This year we have seen an increase in our Median Pay Gap which has risen to 15.68% compared to 9.83% last year. While the Living Wage increases have driven entry level pay rates up, competitive labour market conditions have also increased pay levels across the board. As such while our pay bands have been maintained we are finding we are appointing to higher pay points during recruitment activities thus increasing the median pay gap.

The College does not operate extensive bonus structures but does recognise length of service for staff. All employees are eligible for the same payments and formal recognition is given at different levels at 15 and 20 years.

The College remains committed to offering flexible working opportunities at all levels within the organisation and actively seek to do so where costs, technology and role demands allow. We regularly promote flexible working practices and opportunities in our recruitment narrative and have an established Agile Working Policy. We source staff using a variety of recruitment media and strive to engage a workforce which is reflective of our community and the sectors we serve.

The operation of a clear and transparent pay structure ensures that staff are engaged on appropriate pay bands and on a point that reflects their experience and qualifications. Progress thereafter is based on performance and the underlying ability of the College to keep pace with rising employment costs which include but are not limited to salary. As an employer who subscribes to public sector pensions (Teachers Pension and Local Government Pension Scheme) these benefits also provide significant value to employees in the future. Staff are appointed on spot rates but where pay progression is available on a pay band; qualifying conditions have been met; the College is able to support and sustain it; all staff have the opportunity for pay progression.

The College continues to be committed to make positive progress in reducing our mean gender and median pay gaps. The College will continue in its efforts to further lessen the gap in the future and continues to promote greater flexibility to attract and retain key skillsets within the business and supporting those that wish to work flexibly can do so around business needs.

October, 2023