

Gender Pay Report, 2021

The following table and supplementary narrative reflects the Gender Pay Gap report for Moulton College, based on the snapshot date of 31 March, 2021.

Employees	Male	Female	Total
	119 (41.18%)	170 (58.82%)	289
Pay	Male	Female	Difference
Mean	£14.82	£13.10	11.60%
Median	£13.83	£12.45	9.98%
	Male	Female	
Upper	36 (50.00%)	36 (50.00%)	n/a
Upper Middle	32 (43.84%)	41 (56.16%)	n/a
Lower Middle	24 (33.33%)	48 (66.67%)	n/a
Lower	27 (37.50%)	45 (62.50%)	n/a
Bonus **	Male	Female	Difference
Mean	£39.84	£37.43	£2.41
Median	£20.00	£20.00	£0.00
No. of bonuses paid	124	171	n/a
%age receiving bonus	100	100	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 staff and recruits 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 staff at 58.82% which represents a small decrease from 60.38% in the previous year. We continue to engage a higher proportion of female staff in fractional roles which are more common in the lower pay grades (Lower Middle Quartile 66.67% and Lower Quartile 62.50%).

Overall this translates to a mean **Gender Pay Gap of 11.60%**. This represents an decrease of 4.24% in the Gender Pay Gap compared to the figure reported the previous year of 15.84%. We have seen a fall in Median pay rates for males and an increase in the rate for females this year. 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. In addition we have also seen a growth in females in the Upper Quartile with this group now seeing an even split overall between the genders and our Senior Leadership Team enjoys a female majority. As a consequence this has

resulted in a Median pay gap that has more than halved to 9.98% versus 20.15% last year, a decrease of 10.17%.

In terms of bonus payments the College was able to reward all staff with a small bonus in this period in recognition of their hard work at Christmas. Additional bonuses were also made to those who completed additional and exceptional duties during lockdown periods when the college was affected in the covid pandemic.

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 will continue to explore opportunities to extend this in the future. Following the experiences of lockdown periods we recognise our duty to meet the needs of a workforce where flexibility and the balancing of professional and personal commitments are key. We continue to seek to source staff using a variety of recruitment media and 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 continue to be 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 same opportunity for pay progression.

It is encouraging to see our efforts have resulted in a reduction in our mean and median gender pay gaps. The College will continue in its efforts to further lessen the Gap in the future and continues with our commitment to offer greater flexibility to attract and retain key skillsets within the business and ensure those that wish to work flexibly can do so.

November, 2021