

## **Gender Pay Gap Report for Yeovil College March 2024**

### **Introduction**

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Yeovil college is legally required to publish an annual gender pay gap report based on a snapshot of data at 31<sup>st</sup> March.

This report sets out the gender pay gap statistics for Yeovil college in relation to the statutory reporting snapshot date of 31<sup>st</sup> March 2024.

### **The gender pay gap**

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

### **Our Gender Pay Gap Data**

- The mean gender pay gap for Yeovil College is 16.08%.
- The median gender pay gap for Yeovil College is 28.39%.
- Yeovil College does not operate any kind of bonus scheme, as such there is not a requirement to report on bonus payments.

## Pay quartiles by gender

Bands	Males	Females	Description
A (Lower)	18.52%	81.48%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B (Lower Middle)	40.00%	60.00%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C (Upper Middle)	34.38%	65.62%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D (Upper)	67.31%	32.69%	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.

## **What are the underlying causes of Yeovil College's gender pay gap?**

Yeovil College 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 is committed to paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- Utilises objective payspines to establish particular salaries for particular roles.
- Only uses recruitment difficulty or market rate supplements where the job market dictates the need to do so to facilitate recruitment to specific hard to fill or specialist roles or retain specific skill sets in hard to recruit areas.
- Evaluates job roles and pay grades as necessary to ensure a fair pay structure.

Yeovil College is therefore confident that its gender pay gap 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.

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 – that said Yeovil College continues to buck this trend with 50% of it's principalship team being female. While women are more likely than men to be in front-line roles at the lower end of the organisation we are seeing an increasing number of males in lower paid roles traditionally female, including working with some of our more vulnerable learners which provides greater role modelling and a richer experience for these learners. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to meet care responsibilities, for example as primary carer for children. They are also more likely to work part-time/term time only 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 as a whole is reflected in the make-up of Yeovil College's workforce in the lower pay quartiles of band A and B, where many of the roles are filled by more women than men. However, there is increasingly a levelling out of the balance between men and women in bands C and D with 18 college management team members out of 37 recorded within this reporting period, being women.

Yeovil College is no different than the UK's workforce gender pattern as a whole and as depicted in the table 'pay quartiles by gender'. This shows Yeovil College'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 Yeovil College, 81.48% of the employees in band A are women and 18.52% men. The percentage of male employees increases throughout bands C and D, from 34.38% in band C to 67.31% in band D.

### **How does Yeovil College's gender pay gap compare?**

The vast majority of organisations have a gender pay gap. (Office for National Statistics (ONS), released 29 October 2024, ONS website, statistical bulletin, [Gender pay gap in the UK: 2024](#) )

In terms of Yeovil College's median gender pay gap this did see an increase between reporting period March 22 and March 23 from 14.4% to 30.84% followed by a decrease in this reporting period at March 24 to 28.39%. It is believed that this increase is a direct result of the introduction of a new higher payscale for trade specific occupations implemented 1<sup>st</sup> April 2022. The purpose of this new payscale was and continues to be, to support attracting and retaining skilled professionals out of high paid industry jobs to teach and assess in shortage skills areas including sciences, construction and building industries, social work and areas of health, engineering and maths. These industries (aside from health) are typically male dominated and this has contributed to a spiked increase in our median gender pay gap as a result. This is now seeing a decrease and we hope that this will continue as we work to increase lecturing and assessing pay against a challenging FE economy. Staff employed within these shortage skills areas are paid at a salary point on the sector specific payscale, at a point commensurate with their qualifications and experience regardless of gender or any other characteristic. We will continue to compare our data against ONS data (see link earlier in this paragraph) looking at the split this data shows

for differences between occupations, age groups and part time and full time workers related to gender pay gap, to see if there are any areas of note we need to pay attention to. It is interesting to note that part time employees are likely to be female and where there are more part time employees pay gaps can be more significant. It is also interesting to note from the ONS data, that there is a decrease in numbers of women in higher paid jobs with increasing age. Suggesting that older age groups have increased gender pay gaps. Yeovil College tends to employ a larger percentage of older employees by the very nature of them coming out of industry using their experience and knowledge to train the new generation of workers, particularly in the specialist shortage skill areas noted above.

The U.K. median gender pay gaps is 13.1% (Office for National Statistics (ONS), released 29 October 2024, ONS website, statistical bulletin, [Gender pay gap in the UK: 2024](#) )

Compared geographically it is also interesting to note that the South West is one of the areas where higher gender pay gaps are reported.

### **What is Yeovil College doing to address its gender pay gap?**

This is not a subject about which Yeovil College is complacent, and although to some extent we cannot control career choices and job applications as an educator we are in a position to support the UK in reducing the gap over time in the way we engage and educate learners, local businesses and our local community. Yeovil College is therefore committed to doing everything that it can to reduce the gap.

Although we do see a significantly higher proportion of female staff in the Lower quartile, on a par with the UK workforce pattern with low paid part time jobs, which represent the majority of our lowest paid jobs. We are also seeing a greater shift within the Lower Middle and Upper Middle quartiles of our staff make up to move towards a more female heavy workforce. At the top end of our pay grades, it is worth noting that the college has a strong track record of enabling progression opportunities in both men and women with one of our current senior female postholders having started at the college as an assessor and progressing through a career in teaching, line management and senior management at the college before taking up their current Vice Principal role. There are also examples within our middle management team of promoting and encouraging women to step up into leadership roles as well as examples of staff

being offered opportunity to attend training and gain exposure in preparation for future leadership roles. We encourage this, recognising that some colleagues who grow with us may choose to progress their career elsewhere if internal opportunities for progression don't arise at the right time for their next step in their career journey.

To date, examples of the steps that Yeovil College has taken to promote gender diversity in all areas of its workforce include the following:

- Having policies and procedures in place and made known to all staff which enables both male and female employees to discuss flexible working arrangements which will not inhibit career progression.
- Equality and Diversity training as part of mandatory new staff induction and regular all staff mandatory training at the College to promote a culture of fairness and equality.
- Equality and Diversity is embedded into all study programmes and apprenticeship programmes as well as the tutorial programmes, promoting equal opportunity and dispelling gender stereotypes.
- Robust procedures in place to ensure oversight by the HR function and senior management at the College to ensure impact of any unconscious gender bias in any recruitment and selection or career promotion process is minimised if not removed.

Yeovil College works towards reducing gender pay gap by continuing to:

- Promote staff development including opportunities for both men and women for career progression. Including opportunities for both male and female colleagues to take part in future leader training; to develop leadership skills and to promote their profile across college by taking part in things such as: projects; discussion groups; working groups.
- Proactively identifying a greater proportion of females to undertake 'future leader' development as a key component of succession planning within the Yeovil College management team.
- Consider part time and term time working options in posts where business need can be managed without detriment to our learners and recruitment to full time has proved difficult, in order to appeal to those staff including females who may not be able to commit to full time hours.

- Advertise vacant roles as full or part time where possible, to encourage those who traditionally care for dependents to apply to work for us.
- Where possible agree flexible working requests or temporary changes to working patterns to enable not only female but any staff member to balance work and life.
- Work with the local school-partnerships to raise young people's awareness of the different career opportunities available and to help dispel any misperceptions and stereotypes.
- Promote traditionally male subjects to female learners, working with our partner employers to do so for example Aero Women event run by Leonardo [AeroWomen 24 – Championing a diversity of roles for women in aerospace | Leonardo in the UK](#).
- Where possible seek to recruit female role models into traditionally male vocational areas which we have achieved in our leadership roles, in our teaching and assessing roles within areas such as construction, engineering and health.
- To lead on the Next Gen group to encourage, support and promote young people of any gender or background into future leadership roles.

I, Rachel Gage, Head of Human Resources, confirm that the information in this statement is accurate.

A handwritten signature in blue ink, appearing to read "Rachel Gage", enclosed within a circular scribble.

March 2025