

Gender Pay Gap

Capel Manor College aims to be a supportive and flexible employer for its diverse and skilled work force and supports the fair and equitable treatment of all staff irrespective of gender and position. For the vast majority of roles, the College operates pay systems according to job roles, based on the Association of Colleges grading framework. Staff progress through their pay range based on an annual increment until the top of the grade is reached, subject to satisfactory performance.

The College is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women at the College; it does not involve publishing individual employees' data.

The calculations are:

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 College has undertaken these calculations based on the gender pay gap reporting legislation. The Colleges' snapshot date for the above calculations was 31 March 2024 at which point the overall employee gender representation was broadly 68.92% female (224 staff) and 31.08% male (101 staff).

Gender Pay Gap Results

- The College's mean gender pay gap is 9.31%
- The College's median gender pay gap is 1.54%

The College does not make bonus payments and as such, calculations 3, 4 and 5 above are not relevant and have not been undertaken.

- The proportion of males and females in each quartile band is:

| Gender | Lower Quartile | Lower Middle Quartile | Upper Middle Quartile | Upper Quartile |
|--------|----------------|-----------------------|-----------------------|----------------|
| Female | 67.90% | 70.73% | 79.01% | 58.02% |
| Male | 32.1% | 29.27% | 20.99% | 41.98% |

Commentary

The College's mean gender pay gap is 9.31%. This is an increase of 5.98% from the previous year, when the mean gender pay gap was 3.33%. The College's median gender pay gap is 1.54%. This is a decrease of 5.8% from the year before, when it was 7.34%. The College's median gender pay gap is below the UK average gender pay gap of 13.10% (ONS, 2024). While such a significant reduction in the College's median gender pay gap is positive news, the increase in the mean gender pay gap and fewer females in upper quartile jobs compared to lower quartile jobs are less welcome developments. The College will continue to monitor this over the year ahead and will continue to strive for gender equality.

Eradicating the Gender Pay Gap

The College's long-term goal is to eradicate the gender pay gap and has adopted a number of strategies to achieve this. These include:

- The College has clear policies in place relating to the promotion of equality, diversity and inclusion.
- The College has a flexible working policy to support those who might have caring responsibilities.
- Equality, diversity and inclusion are discussed at a senior level by Senior Leaders and Governors.
- The College's Human Resources Department ensures that all recruitment adverts are written free from gender bias language.
- The College has fixed salary scales in place and salaries are determined by the role being fulfilled rather than through individual salary negotiation
- The College also offers mentorship and the development of employees moving to senior positions.



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References

ONS (2024) *Gender Pay Gap in the UK: 2024* [online], Available at:
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinhours/bulletins/genderpaygapintheuk/2024> [Accessed: 3 February 2024]