



Gender Pay Gap Report 2023

At Fareham College we celebrate and value diversity of all and believe that there should be equal opportunities for each and every one of our students and staff. We are committed to upholding a positive policy of equality, diversity, inclusivity and opportunity for all, which means ensuring that no one is discriminated against or treated unfairly. Our Equality objectives set out our ambition and can be seen on our Fareham College website.

As a Further Education College, we have a statutory requirement to report annually on the gender pay gap. Additionally, as we are a public organisation we are required to publish our gender pay gap by 30th March each year.

The purpose of the report

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce.

The purpose of a gender pay gap analysis, is supported and explained by the Equality and Human Rights Commission and is to focus on comparing the pay of male and female employees. A gender pay analysis should also examine the factors influencing any gender paygap and identify actions for addressing any pay gaps.

The national picture

The Office for National Statistics reported in April 2022 that the gender pay gap amongst full time employees had increased to 8.3%, which was an increase from the 2021 result of 7.7%. The difference in pay between male and female employees is largest amongst the higher earning employees.

At the time of writing, there is no publicised report for the 2023 findings.

Fareham College previous results

In 2019 the College reported a 33% gender pay gap, and in 2020 reported a 24% gender pay gap, showing an improvement but showing that overall women have earned less than men. Following further analysis of the reasons behind the pay gaps there were a higher number of female employees working at lower grades in support roles, such as Catering Assistants and LSA's. 2020 demonstrated an improvement in all areas when compared against 2019 and analysis did not show pay disparity between gender within grades or comparable roles.

In 2020 there was no pay gap within allocation of bonuses in comparison to 2019 where 95% of bonus pay was higher for men, however in that year there were very few bonuses reported and reasons for bonuses were very different therefore providing an imbalanced view.

In 2021 there was an overall mean gender pay gap of 12% and median gender pay gap of 9%, which were both an improvement from 2020. During this year the College continued to see an improvement in the pay gap in two quartiles and any increase in gap in the fourth quartile was proportioned to known changes in roles at the time.

In 2022 we saw stability in maintaining a consistent pay gap within the 1st and 3rd quartiles, an increase in the pay gap within the 4th quartile and opportunities for improvement remain within the 2nd quartile. There were no bonus payments made to employees during the snapshot period, and therefore no disparity to report.

The data you will see for 2023

The figures analysed for the gender pay gap reporting are based on all full-pay relevant employees from our headcount as of 31st March 2023, (the snapshot date), and the bonus information taken from the 12 months prior to the snapshot date. Additional supporting narrative is set out to provide further information and explanation of the findings, and any relevant commentary of actions for the year also provided.

The figures included are based on ordinary pay and do not include pay such as overtime, pay related to termination of employment, pay in lieu or expenses but do include allowances.

The total number of employees considered within the report are divided into 4 equal proportions to provide a balanced view between levels of pay in the College, they are:

- Lower Pay quartile (Q1)
- Lower mid pay quartile (Q2)
- Upper mid pay quartile (Q3)
- Upper pay quartile (Q4)

Each quartile is then considered separately for the mean (average) gross hourly pay and also the median (mid-point of reference) for male and female employees and the gender pay gap identified is the percentage of gap between male and female pay in that quartile. Where there is a negative percentage female employees receive a higher pay than men.

The results

Quartile	Female			Male			Pay Gap		
	Defined above	% in quartile	Mean in quartile	Median in quartile	% in quartile	Mean in quartile	Median in quartile	Mean quartile figure	Median quartile figure
Q1		74%	£10.36	£10.53	26%	£10.34	£10.53	0.1%	0%
Q2		80%	£13.98	£13.81	20%	£15.05	£15.13	7.6%	9.5%
Q3		40%	£18.51	£19.13	60%	£18.54	£19.13	0.1%	0%
Q4		30%	£21.40	£19.76	70%	£22.77	£21.71	8%	10%

Lower Pay quartile (Q1)

Gender balance has significantly improved in this quartile from the 2022 result. This quartile continues to encompass predominantly a female workforce, however we have seen an increase in male employees in this quartile. The data continues to reflect that all colleagues receive equal pay within grades and role types in this quartile.

Lower mid pay quartile (Q2)

The median pay gap in this quartile has notably reduced from last year's report, and the mean figure has also seen a marginal reduction. Since last year's report we have seen additional female employees join the organisation at the higher end of this pay quartile, which has impacted positively on reducing the pay gap in this area. The rate of pay continues to be relevant and equal within each role.

Upper mid pay quartile (Q3)

In 2021 we reported that the gap in this quartile further reduced from the previous year, and we're pleased to report that this gap has reduced again for this this year's report. We've now achieved a neutral status within this pay quartile. The roles within this quartile are primarily teaching positions.

Upper pay quartile (Q4)

The pay gap in this quartile has marginally reduced since the 2022 report. There has not been any notable changes within the leadership, or higher paying senior roles, so it is not unexpected for there to have been only a marginal change since last year.

Bonus pay:

	Female	Male	Pay Gap
% of total population of gender who received bonus pay	0.5%	0%	0.5%
Mean	£50	£0	0%
Median	£50	£0	0%

There was only one bonus payment made during the snapshot period. This was a payment made as part of our internal 'refer a friend' scheme, for successfully referring a new employee to the College. This scheme is open and eligible to all employees to access and benefit from.

In summary

Of the 302 staff in our snapshot data 198 are female and 104 are male. The data indicates a positive reduction in the pay gap across all quartiles, but particularly within the 1st and 3rd quartiles.

We have been able to achieve neutral status within the 3rd quartile, which consists primarily of teaching delivery staff. This indicates a consistent and equitable application of the academic pay scales and is also reflective of an increase in female lecturers in some of our harder to recruit areas (i.e. construction, engineering etc) which have attracted a market supplement in some roles.

An ongoing theme in previous reporting years has been data which is reflective of societal norms. This has been most prevalent in both the Q1 and Q2 quartiles. The above data indicates positive progression in these areas, particularly in Q1 where we have achieved neutral status between male and female employees. Opportunity remains in Q2 for further reduction in the pay gap. This quartile has the highest percentage of female employees and includes many administration level roles and pastoral roles. These roles are predominantly held by female employees and are at the lower pay band within Q2, whereas the higher paying roles in this quartile are held by male employees (I.e. engineering lecturers, automotive lecturers and public services lecturers).

Our highest pay quartile (Q4) remains consistent to last year's reporting, with a marginal reduction in pay gap, but this is not unexpected as there have been no notable changes in the senior roles in this section to have significantly impacted the data

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The ongoing challenge with societal norms and how those translate to recruitment and retention between male and female employees is being addressed through both continued and updated initiatives; including a broader increase in hybrid working practices and amendments to our recruitment strategy to engage with a more diversified future workforce.

Over the year the College continued to offer the following to encourage female staff to apply for our roles:

- On site discounted creche – there is an onsite creche facility which can be utilised for those employees who have younger children, enabling easier access to childcare facilities.
- Training and Development: The College is fully committed to ensuring that our staff are provided with access to a range of learning and development opportunities and staff are regularly encouraged to participate in these.
- Strategic focus on equality, diversity and inclusion and exploring opportunities to attract diversity through our recruitment processes.
- Continuation of an internal Management Accelerator Course to support progression opportunities.

Our People strategy includes aspirations to achieve the following, to promote equality and should positively influence the gender pay gap as a result;

- Ensuring that imagery and materials are reflective of diversity within our workforce and where gaps are present addressing these.
- Recognising that there will be a likely shift in EDI within our employee groups should we merge with two local Colleges a wider project to undertake and coordinate this will take place.
- Closer scrutiny of policy acceptance ensuring that EDI based policies are reviewed and committed to by all employees.
- Continuing to review recruitment approach and processes to endeavour to attract a broader range of candidates. Included a review of our application form and invite to interview correspondence.

Conclusion

The overall mean gender pay gap for 2022 is 15% and the median gender pay gap is 19%. We continue to see an improvement in the pay gap across all quartiles, which is reflective of equitable application of the academic pay scales and consistent pay grades for support roles.

Although the pay gap remains higher in quartile 2, this continues to be reflective of some roles within the lower pay ranges being predominantly filled by female post holders. Consideration continues to be given to how we provide further diversity within gender stereotypical roles.

The gender pay gap continues to be higher than the national gender pay gap, as reported in 2022, however, we continue to experience recruitment challenges within our lecturing roles within the Further Education sector where some male dominated roles such as carpentry and engineering require market supplements to attract candidates. We continue to review this challenge and utilise our recruitment methods to attract a broad diversity of interested applicants. More recently we have appointed female post holders into some of these roles, which will be reflected in the following years snapshot data.

We strive to create and are proactive in showing how we value diversity within our people and culture strategy. Our continued focus on imbedding an EDI centric workforce will continue to support us in reducing the gender pay gap.