

## Gender Pay Gap Report as at 31<sup>st</sup> March 2021

Riverside College (the 'College') is committed to equality of opportunity and to the fair treatment of all staff and students.

This annual Gender Pay Gap report relates to figures as at 31<sup>st</sup> March 2021. This report is published in line with the College's statutory obligations (as a public sector body) with regard to the gender pay gap reporting.

It is important to note that the gender pay gap is not the same as equal pay.

Equal pay is the legal requirement for men and women to be paid the same amount for doing the same work or work of equal value, except where the difference is due to a factor other than gender.

The gender pay gap is much broader than this and looks at the difference in the actual earnings of men and women, irrespective of the role they do in the organisation.

### Number of employees in the College:

Contract Type	2021 figures			2020 figures		
	Number of employees	Female	Male	Number of employees	Female	Male
<b>Overall</b>	<b>475</b>	<b>64.84%</b>	<b>35.16%</b>	<b>463</b>	<b>63.93%</b>	<b>36.07%</b>
<b>Manager</b>	<b>32</b>	<b>65.63%</b>	<b>34.38%</b>	<b>28</b>	<b>60.71%</b>	<b>39.29%</b>
<b>Academic</b>	<b>206</b>	<b>55.83%</b>	<b>44.17%</b>	<b>199</b>	<b>58.29%</b>	<b>41.71%</b>
<b>Support</b>	<b>237</b>	<b>72.57%</b>	<b>27.43%</b>	<b>236</b>	<b>69.07%</b>	<b>30.93%</b>

The figures are broadly in line with the corresponding figures at March 2020, with females continuing to be the majority of the workforce.

### Pay quartiles at the College:

Quartile	2020 figures			2020 figures		
	Number of employees	Female (%)	Male (%)	Number of employees	Female (%)	Male(%)
Upper Quartile	119	<b>53.78</b>	<b>46.22</b>	115	52.17	47.83
Upper Middle Quartile	119	<b>58.82</b>	<b>41.18</b>	116	59.48	40.52
Lower Middle Quartile	119	<b>69.75</b>	<b>30.25</b>	116	69.83	30.17
Lower Quartile	118	<b>77.12</b>	<b>22.88</b>	116	74.14	25.86
Total	475	64.84	35.16	463	63.93	36.07

### Mean gender pay gap at the College:

The mean hourly rate is the difference between the mean hourly rate for a male member of staff and the mean hourly rate for a female member of staff (the mean being the total of all hourly rates for employees of that gender divided by the number of staff of that gender).

The mean gender pay gap at the College is: 8.59%

(that is, the mean hourly rate for a female member of staff is 91.41% of the mean hourly rate for a male member of staff).

This has increased slightly from 7.6% in March 2020, a decrease of 0.99%

### Median gender pay gap at the College:

The median hourly rate is the difference between the median hourly rate for a male member of staff and the median hourly rate for a female member of staff (the median being the hourly rate which appears half-way when the hourly rates of all of the staff of one gender are put in an ascending list).

The median gender pay gap at the College is: **23.17%**

(that is, the mean hourly rate for a female member of staff is 76.83% of the median hourly rate for a male member of staff).

This has increased from 18.56% in March 2020.

### Bonus:

The College does not make bonus payments to any member of staff and therefore the requirement for reporting on bonus payments does

### Commentary:

64.84% of the 475 staff at the College are female, a slight increase with the corresponding figure at March 2020. Female staff are under-represented in academic roles (55.83%) and over-represented in support roles (72.57%).

49.9% of College staff are employed on a support contract and of these, 72.57% are female. Given this large number of female support staff (constituting 36.2% of the overall workforce) and as support staff are generally paid less than academic staff and managers, this is reflected in the overall gender pay gap figures.

The Gender Pay Gap has been analysed by contract type as follows:

By contract	Female Median	Male Median	Percentage
Academic	17.42	19.03	91.54%
Support	10.92	11.24	97.15%
Manager	27.12	25.57	106.06%

By contract	Female Mean	Male Mean	Percentage
Academic	17.56	18.5	94.92%
Support	11.23	11.49	97.74%

<b>Manager</b>	32.09	28.44	112.83%
----------------	-------	-------	---------

The pay gap for managers is positive, with both the mean and median been higher for females than males – this is to be expected due to the significant number of women in the most senior roles in the organisation. The gender pay gap for support staff is low with both the mean and the median less than 3%. For academic staff the mean gap is 5% with the median at 8.5%. This difference is primarily due to the growth in academic jobs been in more traditional male occupations, such as Construction and Engineering, where it is harder for the college to recruit experienced female staff. The College has recently recruited a number of early career female engineering staff to start to address the gender imbalance.

The College offers attractive terms and conditions to all staff, including membership of the Teachers' Pension or Local Government Pension scheme, salary sacrifice schemes and generous holiday entitlements. In November 2019 the College also moved in line with the Real Living Wage foundation rates for all staff, which has had a more positive affect on support staff than any other group. This has increased the minimum rate of pay at the College. The college remains committed to directly employing cleaning staff, who are predominantly female, to ensure they continue to benefit from the college's terms and condition.

Continuous professional development opportunities are open to all staff, to encourage career development. It is therefore pleasing that of the current management team over 90% have been promoted to their post within the college.