

Gender Pay Gap Report as at 31st March 2023

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 31st March 2023. 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	2023 figures			2022 figures		
	Number of employees	Female (%)	Male (%)	Number of employees	Female (%)	Male (%)
Overall	500	66.4	33.6	498	65.3	34.7
Manager	36	61.1	38.9	35	62.9	37.1
Academic	221	59.7	40.3	227	58.1	41.9
Support	243	73.3	26.7	236	72.5	27.5

Figures are broadly in line with the previous year. Females continue to be the majority of the workforce (66.4%) with females overrepresented in support role (73.3%). The percentage of female academic staff has risen by 1.6% compared to 2022 and the percentage of male managers has increased by 1.8%

Pay quartiles at the College:

Quartile	2023 figures			2022 figures		
	Number of employees	Female (%)	Male (%)	Number of employees	Female (%)	Male (%)
Upper Quartile	125	56.8	43.2	124	53.23	46.77
Upper Middle Quartile	125	58.4	41.6	125	58.40	41.60
Lower Middle Quartile	125	74.4	25.6	125	73.60	26.40

Lower Quartile	125	76	24	124	75.81	24.19
Total	500	66.4	33.6	498	65.26	34.74

The over-representation of females in the support roles is reflected in the percentage of females in the lower quartiles, with females comprising 76% of the lower quartile and 74.4% of the lower middle quartile.

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: 10%

(that is, the mean hourly rate for a female member of staff is 90% of the mean hourly rate for a male member of staff).

The gap has narrowed since 2022 when it was 11%.

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: **21%**

(that is, the mean hourly rate for a female member of staff is 79% of the median hourly rate for a male member of staff).

This gap has narrowed by 4% since 2022 when it was 25%.

Bonus:

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

Commentary:

66.4% of the 500 staff at the College are female, a slight increase with the corresponding figure at March 2022. Female staff are under-represented in academic roles (59.7%) and over-represented in support roles (73.3%). It is pleasing that the proportion of female academic staff has increased for the second consecutive year from 55.8% in 2021 to 58.2% in 2022 and 59.7% in 2023.

48.6% of college staff are employed on a support contract and of these, 73.3% are female. Given this large number of female support staff (constituting 35.6% 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	2023 figures			2022 figures		
	Female Median	Male Median	Percentage	Female Median	Male Median	Percentage
Academic	19.23	20.39	94.3%	17.6	19.22	91.6%
Support	11.71	12.04	97.3%	11.05	11.36	97.3%
Manager	28.21	28.21	100.0%	27.39	26.6	103.0%

By contract	2023 figures			2022 figures		
	Female Mean	Male Mean	Percentage	Female Mean	Male Mean	Percentage
Academic	18.61	20.22	92.1%	17.56	19.02	92.3%
Support	12.10	12.65	95.6%	11.32	11.64	97.3%
Manager	33.58	28.77	116.7%	32.26	27.97	115.3%

The pay gap for managers is positive, with the mean 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. There is currently no median pay gap for managers, with same median rate. The gender pay gap for support staff is low, with the median gap below 3% and the mean gap below 5%. For academic staff the mean gap is 7.9% with the median at 5.7%. The median gap has decreased on previous years and the impact of appointing a number of early career female engineering staff to start to address the gender imbalance has started to have an impact.

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. The College has maintained its commitment to 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, to ensure they continue to benefit from the college's terms and condition. The majority of postholders and applicants for these roles, continue to be female.

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.