

Gender Pay Gap Report as at 31st March 2024

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 2024. 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:

	2024 figures			2023 figures		
Contract Type	Number of employees	Female (%)	Male (%)	Number of employees	Female (%)	Male (%)
Overall	527	65.8	34.2	500	66.4	33.6
Manager	37	59.5	40.5	36	61.1	38.9
Academic	224	55.4	44.6	221	59.7	40.3
Support	266	75.6	24.4	243	73.3	26.7

Due to the growth in the college, the number of employees has risen over the previous year. Figures are broadly in line with the previous year. Females continue to be the majority of the workforce (65.8%) with females overrepresented in support role (75.6%). The percentage of male academic (44.6%) and management (40.5) have increased on previous years, becoming more in line with female staff.

Pay quartiles at the College:

	2024 figures			2023 figures		
Quartile	Number of employees	Female (%)	Male (%)	Number of employees	Female (%)	Male (%)
Upper Quartile	132	50	50	125	56.8	43.2
Upper Middle Quartile	132	60.6	39.4	125	58.4	41.6

Lower Middle Quartile	132	75.0	25.0	125	74.4	25.6
Lower Quartile	131	77.9	22.1	125	76	24
Total	527	263.5	136.5	500	66.4	33.6

The over-representation of females in the support roles is reflected in the percentage of females in the lower quartiles, with females comprising 77.9% of the lower quartile and 75% 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: 11.7%

(that is, the mean hourly rate for a female member of staff is 88.3% of the mean hourly rate for a male member of staff).

The gap has increased slightly since 2023 when it was 10%.

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: **28.2%**

(that is, the mean hourly rate for a female member of staff is 71.8% of the median hourly rate for a male member of staff).

This gap has increased since 2023 when it was 21%.

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:

65.8% of the 527 staff at the College are female, a slight decrease with the corresponding figure at March 2023. The percentage of male managers and academic staff is increasing to bring in in line with female staff, however females remain significantly over-represented in the support areas.

50.5% of college staff are employed on a support contract, up from 48.6% in 2023, of these 75.6% are female. Given this large number of female support staff (constituting 38.1% 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:

	2024 figures			2023 figures		
By contract	Female Median	Male Median	Percentage	Female Median	Male Median	Percentage
Academic	21.1	22.4	94.3	19.23	20.39	94.3%
Support	13.1	13.1	100.0	11.71	12.04	97.3%
Manager	30.1	26.7	112.6	28.21	28.21	100.0%

	2024 figures			2023 figures		
By contract	Female Mean	Male Mean	Percentage	Female Mean	Male Mean	Percentage
Academic	20.6	21.8	94.4	18.61	20.22	92.0%
Support	13.3	13.9	95.5	12.10	12.65	95.6%
Manager	36.1	30.5	118.3	33.58	28.77	116.7%

The pay gap for managers is positive, with the both the mean and median 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 no median pay gap and the mean gap below 5%. For academic staff the mean gap has decreased from 8% last year to 5.6% in 2024 with the median at 5.7%. The median gap has remained the same as the previous year. 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.