



TRAFFORD &  
STOCKPORT  
COLLEGE GROUP

# **Gender Pay Gap Report 2023**

## Introduction

Welcome to the gender pay gap report for 2023. This report demonstrates that the median gender pay gap figure has increased from 2.31% in 2022 to 3.86% in 2023 and the mean gender pay gap has increased, from 2.31% to 3.86%. However, this still compares favourably with the median pay for the whole economy which is 14.3% for 2023.

The representation of females in the upper quartile has increased to 53% as opposed to 48% in the previous year.

Of note is the improvement in the number of females being in within the upper quartile of 5% compared to 2023 and an 8% increase on 2021.

As anticipated the lower and lower middle quartiles have seen a slight increase in the number of females who are within these groups due to there being more roles at the lower scales which are occupied by females.

The main reason for the increase in the gender gap for both is predominantly due to an increase in the number of learning facilitators and invigilators we required due to an increase in high needs learners and an increase in the number of exam access arrangements which require more exam invigilators as these roles are typically more attractive to women as they offer more flexibility with respect to working patterns.

Trafford and Stockport College Group pays colleagues equally, but it is important to distinguish between equal pay and the gender pay gap. Equal pay issues arise when men and women are paid differently, despite doing the same work or work of equal value - something which isn't an issue within Trafford and Stockport College Group. Gender pay, however, is a much broader concept which compares the average earnings of men and women within an organisation. This difference is expressed as the percentage difference between men and women's pay.

Trafford and Stockport College Group does not operate any kind of bonus scheme, as such there is not a requirement to report on bonus payments.

The snapshot date is 31st March 2023

## Gender Profile

The overall percentage of female staff (gender profile) stands at 62.2%

## Gender Pay Gap

Table 1 shows the mean and median gender pay gap.

Category	Value
Mean Gender Pay Gap	7.09%
Median Gender Pay Gap	3.86%

(Table 1)

\*The males' mean hourly rate is 7.09% higher than females.

- (£18.20 males v £16.91 females)

\*\* The males' median hourly rate is 3.86% higher than females.

- (£17.63 males v £16.95 females)

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary. We believe this is a more representative measure of the pay gap at Trafford and Stockport College Group because it is not affected by outliers – a few individuals at the top or bottom of the range.

## Pay Quartiles by Gender

Table 2 below shows a breakdown of the proportion of male and female employees in each of the four pay band quartiles:

Band	Males	Females	Description
A	47%	53%	<b>Upper Quartile</b> – includes all employees whose standard hourly rate places them above the upper quartile
B	45%	55%	<b>Upper Middle Quartile</b> – Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
C	31%	69%	<b>Lower Middle Quartile</b> – Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
D	28%	72%	<b>Lower Quartile</b> – Includes all employees whose standard hourly rate places them at or below the lower quartile.

(Table2)

## What are the underlying causes of Trafford and Stockport College Group gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Trafford and Stockport College Group is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

As such, it:

- Utilises objective pay spines to establish particular salaries for particular roles.
- Only using recruitment difficulty supplements where the job market dictates the need to do so to facilitate recruitment of good and outstanding staff members.
- Evaluates job roles and pay grades as necessary to ensure a fair pay structure.

Trafford and Stockport College Group is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles, in particular very senior roles at the top of organisations. Notably Trafford and Stockport College Group does not conform to this trend, as the ratio of female to male in the executive team is 3:1 and in the wider Leadership team the ratio is 12:4. Women are more likely than men to be in front-line roles at the lower end of the organisation. For example, 2023 saw an increase in the requirement for Learning Facilitators to support SEND students, these roles are available on a variety of contractual basis such as term time only, part time, flexible hours and as such have been more attractive traditional to women than men. Hence with the increased requirement in 2023 for the roles the Group recruited a total of 11 people to the role in the period 1<sup>st</sup> January 2023 to 31<sup>st</sup> March 2023 of which 9 were women and 2 were men. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of Trafford and Stockport College Groups' workforce in Band C and D, where proportionately more roles are filled by more women than men. A large number of these roles are term time only, part time roles and tend to be attractive to those with childcare and other caring responsibilities.

## How does Trafford and Stockport College Group's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap and we are pleased to be able to say that Trafford and Stockport College Groups' compares favourably with that of other organisations within our sector and our economy as a whole.

The median gender pay gap for the whole economy (according to the Office for National Statistics<sup>1</sup>) is 14.3% in 2023 which saw a fall from 14.4% in 2022. At 3.86%, Trafford and Stockport College Groups' median gender pay gap is, therefore, significantly lower than that of the whole economy.

## What is Trafford and Stockport College Group doing to address its gender pay gap?

While Trafford and Stockport College Group's gender pay gap compares favourably with that of organisations across the sector as well as the whole UK economy, this is not a subject about which Trafford and Stockport College Group is complacent and is committed to doing everything it can to reduce the gap.

Trafford and Stockport College Group is committed to reducing the gender pay gap through:

- Having 'Family friendly' policies and procedures in place and made known to all staff which encourages both male and female employees to discuss flexible working arrangements which will not inhibit career progression.
- Equality and Diversity induction training is mandatory for all staff.
- Continuing to ensure that support for women returning to work following periods of maternity leave e.g., job share, and other flexible options.
- Encouraging men to take advantage of flexible working arrangements in relation to caring responsibilities.
- Enhancing the Groups employer brand by promoting male dominated roles e.g., IT, technical and professional roles, with a view to attracting more female candidates.
- Developing a wider range of career progression and working patterns across Trafford and Stockport College Group.
- Rigorous oversight by the HR function at Trafford and Stockport College Group to ensure there is no gender bias in any recruitment and selection or career promotion process.
- Implementation of 'stay interviews' to enable employees to provide feedback.

I, Naomi J Harrop, Director of HR and Performance, confirm that the information in this statement is accurate.

1st March 2024

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<sup>1</sup> [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)