Gender Pay Gap 21/22

14/03/2022

What is the Gender Pay Gap?

- As an employer with over 250 employees, Barking & Dagenham College are required by the Government Equalities Office to publish Gender Pay Gap data.

- This data represents the difference in pay between men and women over a 12 month period. This period is for the 12 months prior to 31st March 2021.

- Gender Pay Gap differs from equal pay, as we are not comparing the pay of individual roles, but averages across the college.

- Barking & Dagenham College aims to provide all employees with fulfilling and rewarding careers. By developing a transformational culture which engages employees with owning their career and their development. And, by doing this we are ensuring that our people can achieve their full potential at their own pace, regardless of their gender.

What is the Gender Pay Gap?

We can show the Gender Pay Gap using the following:

Mean

The average value of a data set.

Median

The middle value of a data set. The median can be a more accurate average value when the set contains outliers.

Gender Pay Gap

The difference between the hourly rates of men and women. Provided using both respective mean and median values.

Gender Bonus Gap

The difference between the bonus pay of men and women. Provided using both respective mean and median values.

Proportion Receiving Bonus Pay

The percentage of male and female staff who received bonus pay.
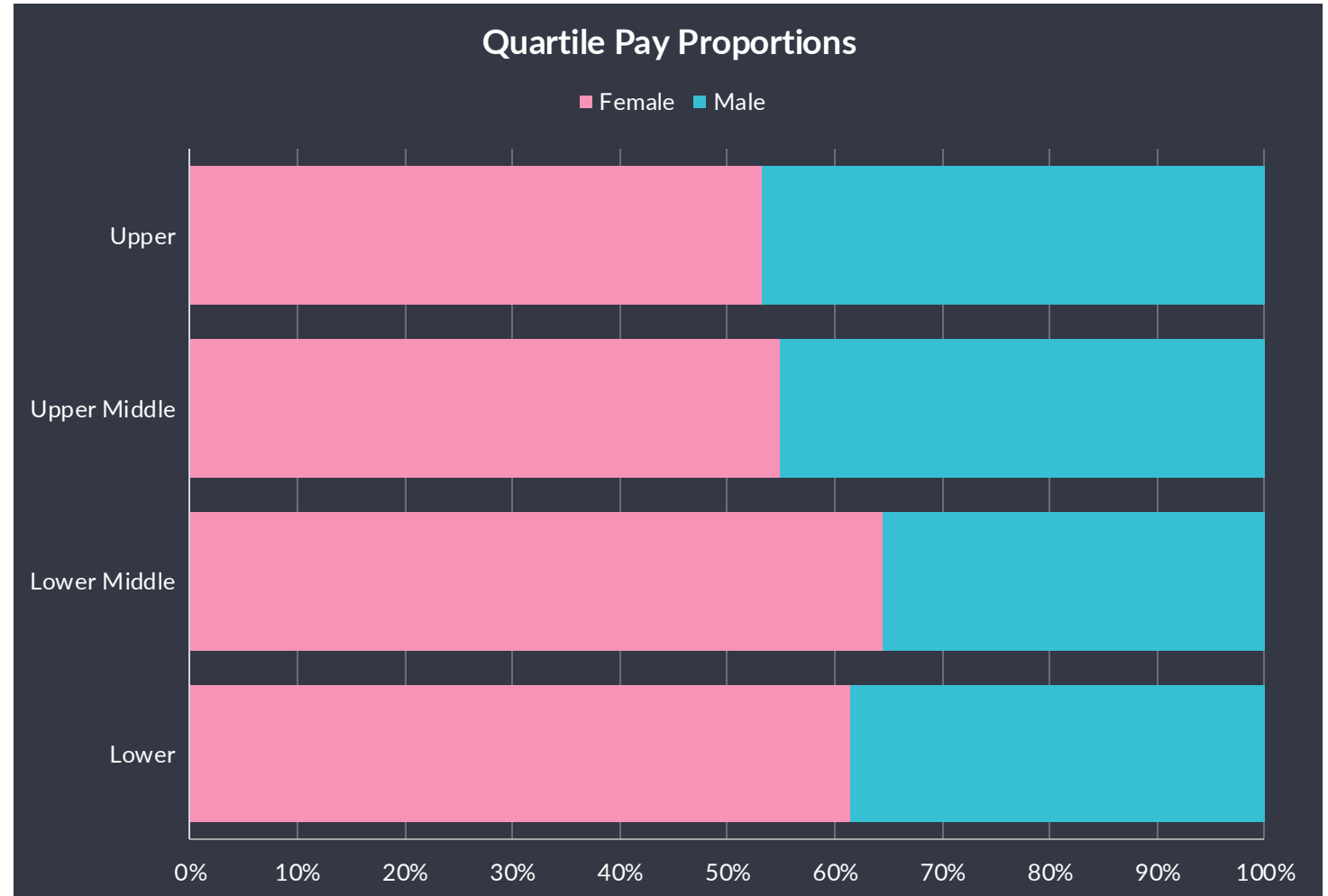
Proportion in each Pay Quartile

With the hourly pay of employees listed in ascending order, they are split into 4 equal quartiles. For each quartile, we are then able to see the proportion of each gender that makes up the quartile.

Additional Information

A positive figure for a gap will mean that the value for men is higher, whereas a negative figure means that the value for women is higher.

Our Results

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317	225
Headcount (Female)	Headcount (Male)

3.18%	12.65%
Mean Gender Pay Gap	Median Gender Pay Gap

60.46%	-18.54%
Mean Gender Bonus Gap	Median Gender Bonus Gap

5.36%	8.00%
Receiving Bonus Pay (Female)	Receiving Bonus Pay (Male)

Quartile Pay Proportions

■ Female ■ Male

Upper
Upper Middle
Lower Middle
Lower

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Understanding Headcount

The employee headcount has remained largely the same over the past two years, with only an increase to the female headcount of an additional 11 women YOY.
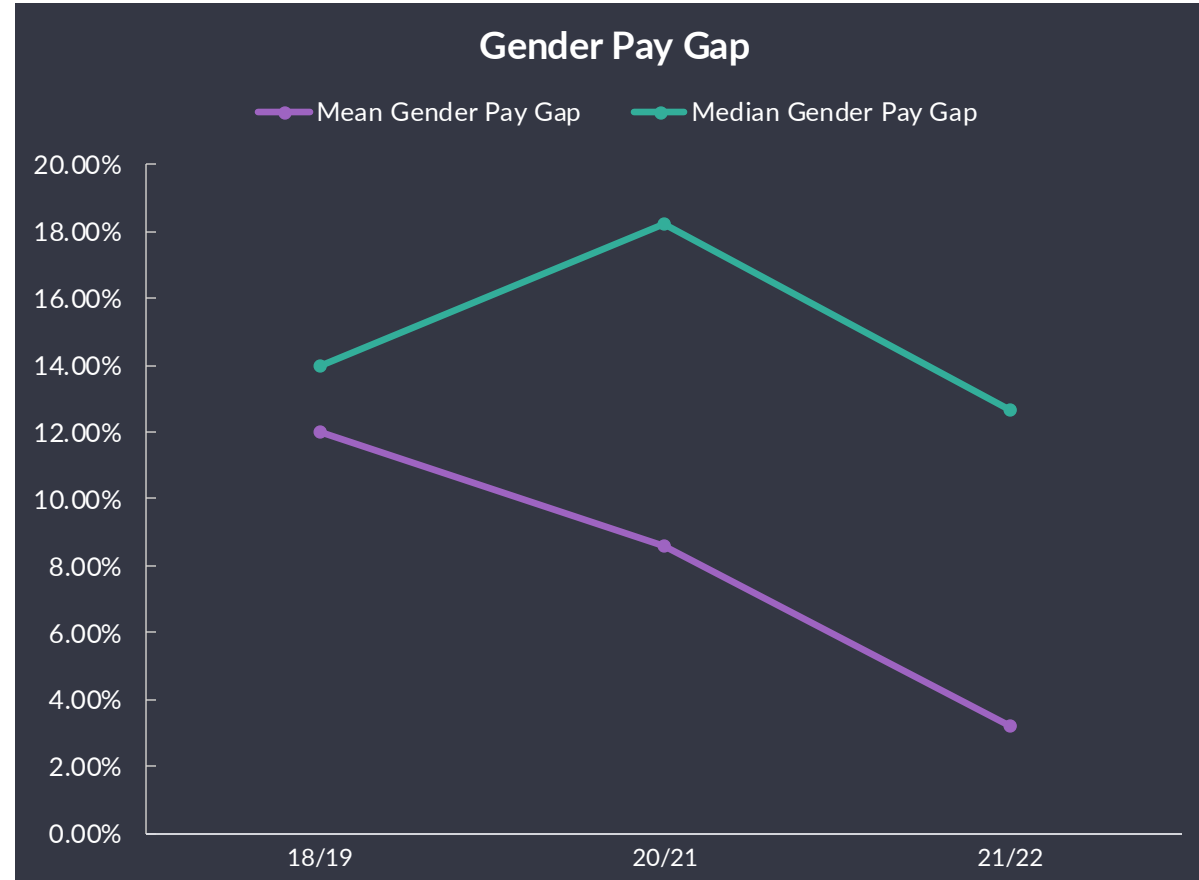
The college continues to employ more women than men, accounting for 58.49% of the total headcount.

Headcount

— Female   — Male
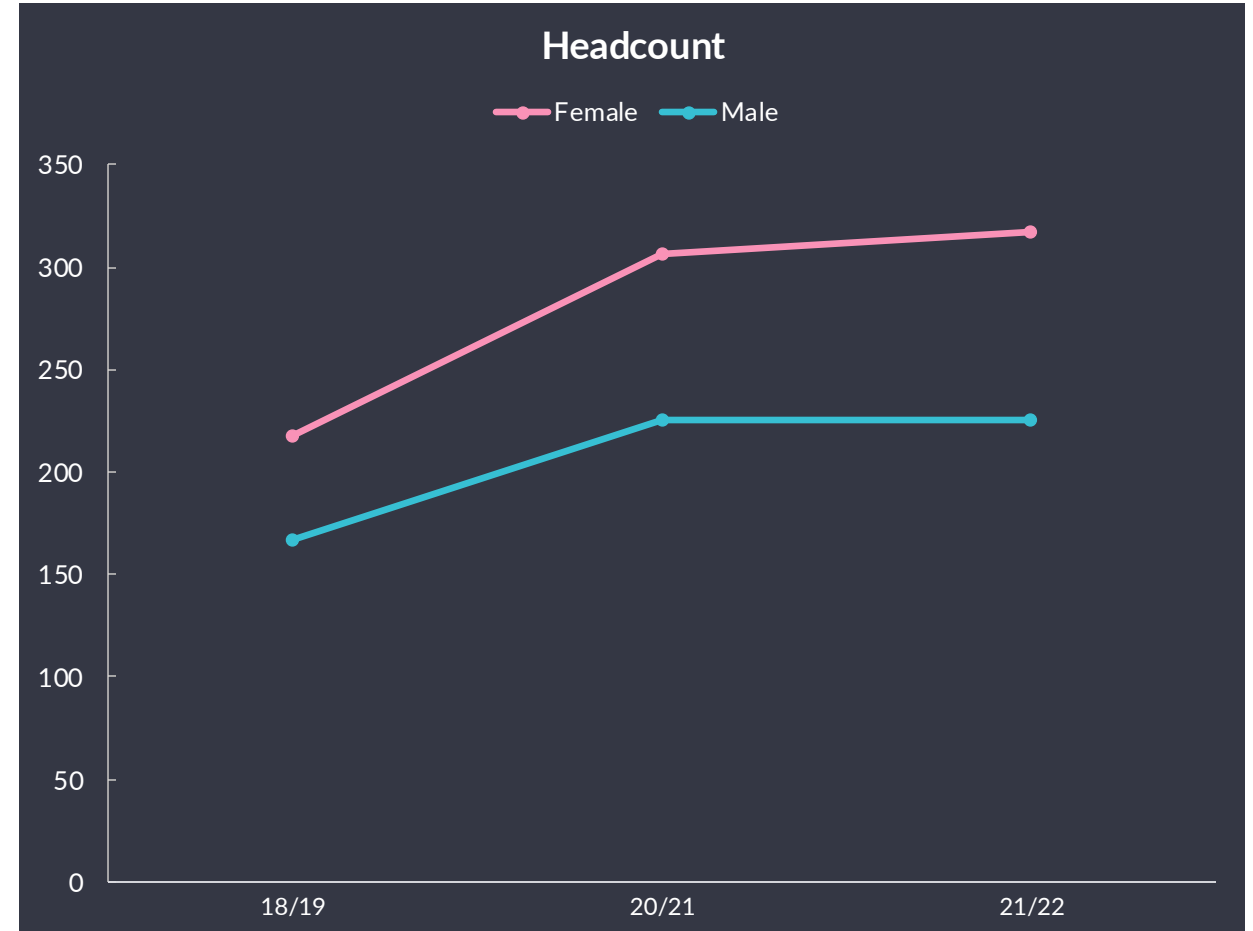
Understanding Gender Pay Gap

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Both Pay Gaps have seen a decrease YOY, Mean – from 8.62% to 3.18% and Median – from 18.22% to 12.65%.

Over the three analysed periods, this year represents the best performance for either measure.

Understanding Gender Bonus Gap

Bonus Pay in comparison, has resulted in two very different gap figures, influenced by both a low number of staff receiving a bonus - 5.36% of women and 8% of men – and a large range of bonus amounts for these smaller groups.

The Mean is often skewed under these circumstances, with the Median Gender Bonus Gap reading more consistent over the 3 years as higher bonuses for women than men.

Proportion Receiving Bonus Pay

Female   Male

Gender Bonus Gap

Mean Gender Bonus Gap   Median Gender Bonus Gap
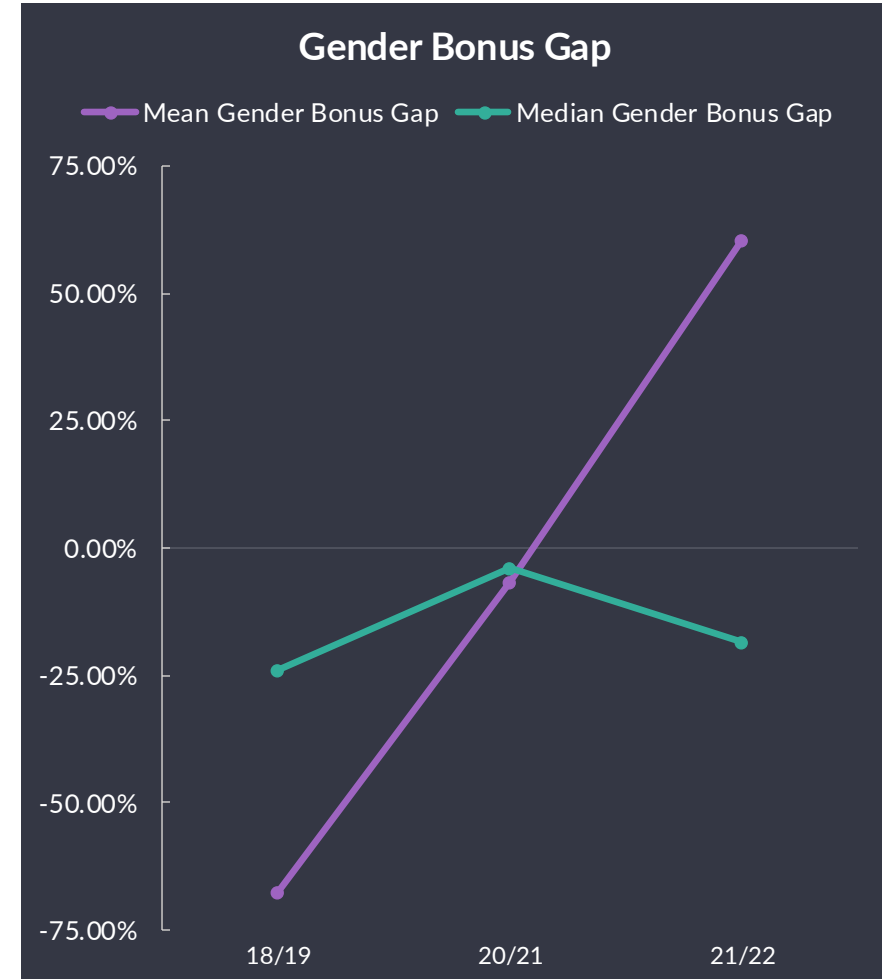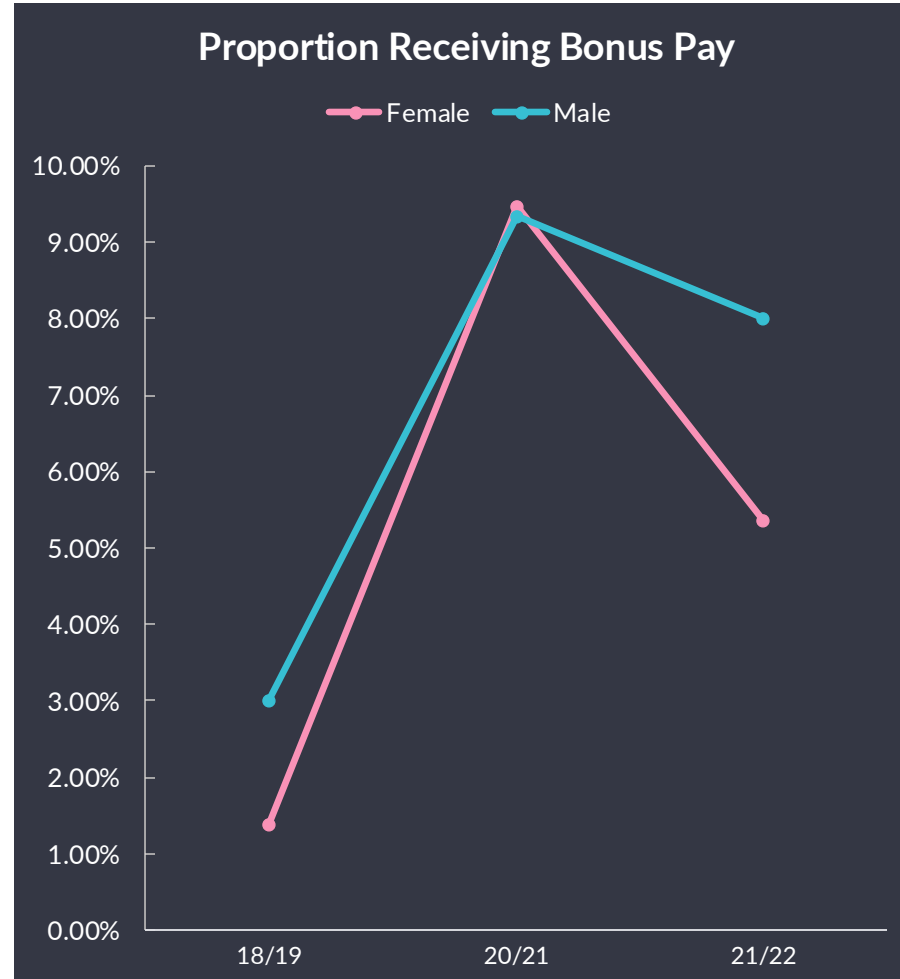
Understanding Pay Quartiles

The top two pay quartiles, Upper/Upper Middle, have had an increase in share for women and show a trend towards more female employees in higher paying roles YOY.

While the Lower Middle quartile has stayed mostly unchanged, there has been a sustained decrease in female share of the Lower Quartile from 74% in 18/19 to 61.48% in 21/22.

These results are positive overall, but due to these changes not being seen in all four quartiles, indicate the cause to be new starters/leavers rather than incremental pay rises for existing staff.
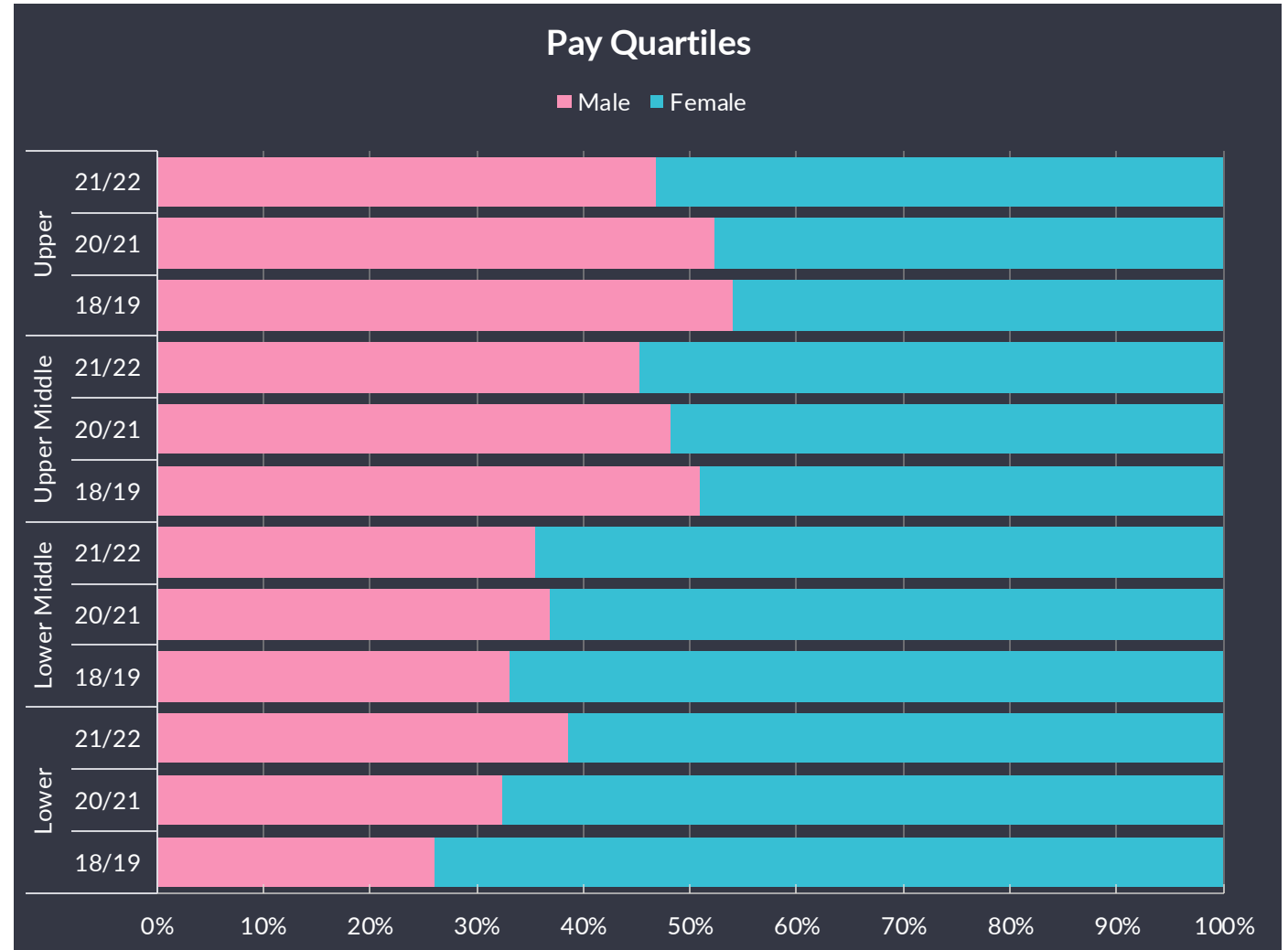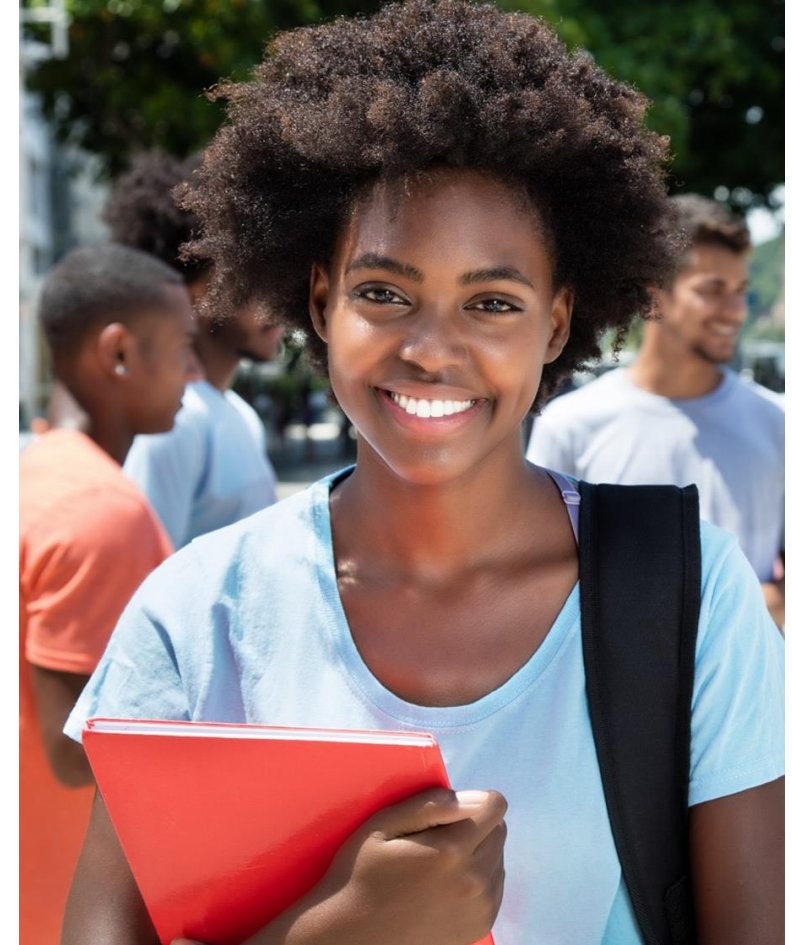
Intro to further analysis

The government requirements for Gender Pay Gap reporting give a good overall indication of where we stand on Gender Pay. However, more context can be given to these figures with further analysis.

The three topics below will be the focus of this analysis:

- Pay Quartiles (Adjusted for Population Gender Bias)

- Age

- Length of Service

Further Analysis – Adjusted Pay Quartiles

Rationale

As stated earlier, 58.49% of the total headcount is female. Therefore, the standard pay quartiles are inherently biased towards having a larger share of women than men.

Analysis

Accounting for this population bias we see significantly different results. Whereas the initial chart shows women making up more than 50% of all quartiles, this is now reduced to just the lower two quartiles. The below table shows how each female value is reduced.

Pay Quartile	Female Share	Female Share (Adjusted)
Upper	51.24%	42.72%
Upper Middle	56.00%	47.46%
Lower Middle	64.18%	55.98%
Lower	62.04%	53.71%

Adjusted Pay Quartiles

■ Female ■ Male
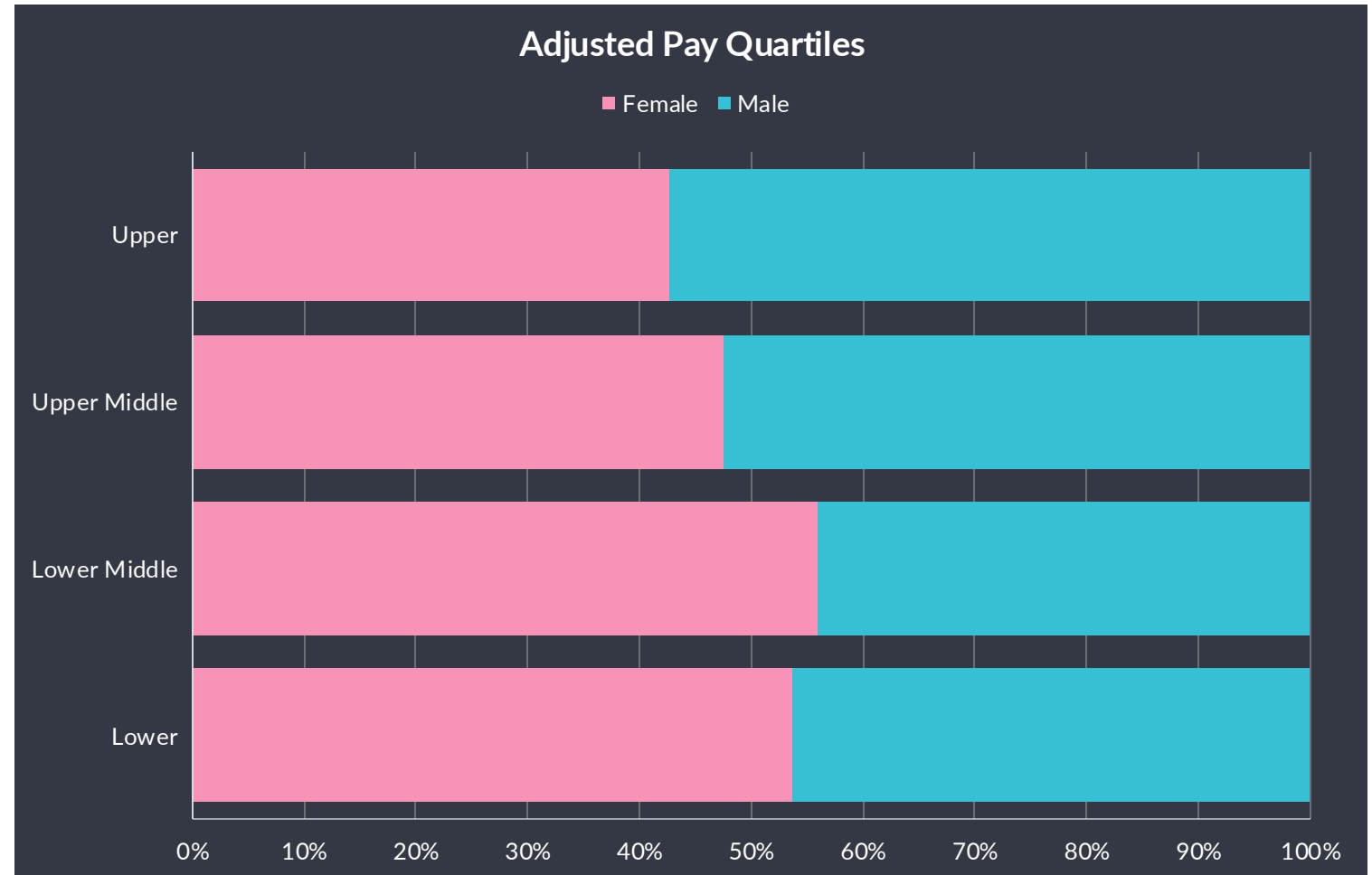
Further Analysis – Experience

An employee's experience will often play a large role in their wages. Our data provides two measures that could demonstrate experience – age and length of service.

For each of these measures, they can be divided into 4 equal quartiles based on the number of staff.

We can then investigate the hourly rates for each group and compare by gender.

Hourly rates in each set of these quartiles can vary quite a lot and therefore we will measure the difference in median hourly rate by quartile.

Age Quartile	Age Range (Years)
Upper	56.62 - 77.18
Upper Middle	46.98 - 56.57
Lower Middle	32.44 - 46.88
Lower	17.01 - 32.35

LOS Quartile	LOS Range (Years)
Upper	9.25 - 41.41
Upper Middle	3.77 - 9.17
Lower Middle	1.58 - 3.76
Lower	0.01 - 1.57

Further Analysis – Age (1)

A clear trend can be drawn from the increasing gender pay disparity through each quartile.

Besides the Lower quartile, all show a Median Gender Pay Gap of at least 14% - higher than the overall Median Gender Pay Gap of 12.65%.

The Lower quartile is noteworthy as the only age group with a higher median for women but also one of the largest gaps, second only to the Upper quartile.
Hourly rates of female staff under the age of 32.35 certainly play a role in reducing the overall gap.

What this demonstrates is <u>not</u> that as women age, they are paid less for the same work, but that in the older age groups – the female median hourly rate is lower than that of men of the same age.

Age Quartile	Age Range (Years)
Upper	56.62 - 77.18
Upper Middle	46.98 - 56.57
Lower Middle	32.44 - 46.88
Lower	17.01 - 32.35

12.65%
Median Gender Pay Gap

Median Gender Pay Gap by Age Quartile
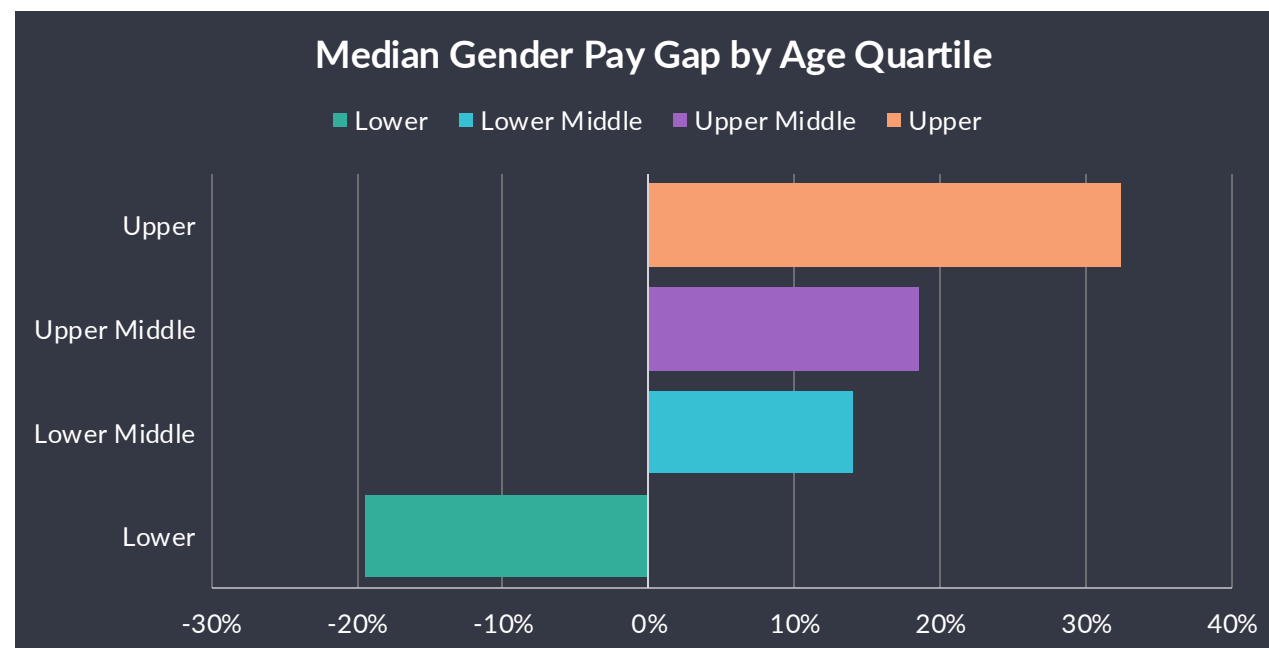
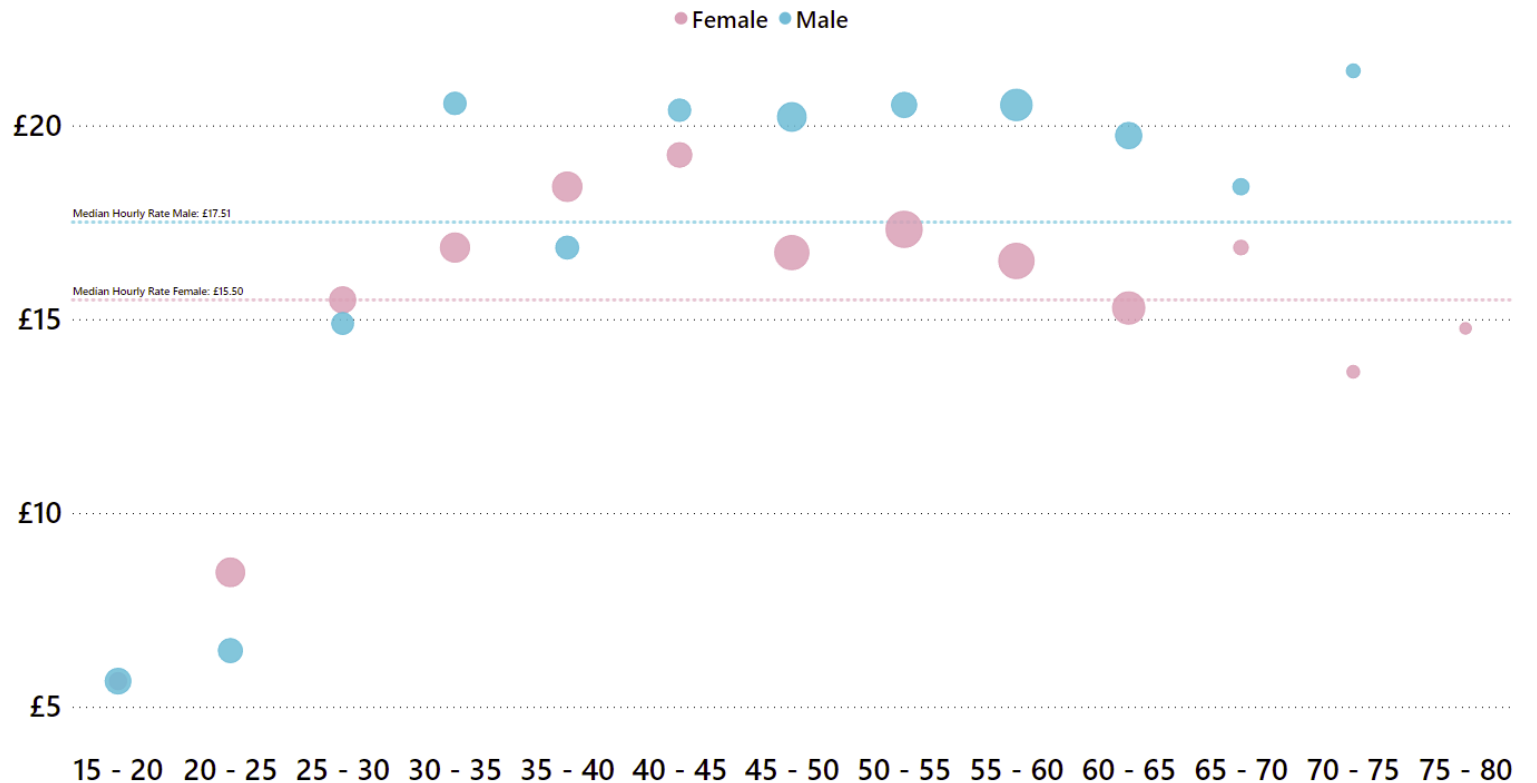To further investigate this trend, a more detailed look at age groups split into 5-year categories was used.

Here, the median hourly rate per age band is displayed using a circle whose size is dependant on the number of staff in that category.

Allowing us to compare each group's median against median-by-gender and assess significance by the size of the circle, as small circle represent outliers.

With 12/13 bands having a value for men and women, we can see that:

- 8/12 higher for men

- 3/12 higher for women

- 1/12 equal for men and women

Median Hourly Rate by Age Band and Gender

● Female ● Male

Median Hourly Rate Male: £17.51

Median Hourly Rate Female: £15.50

£20
£15
£10
£5

15 - 20   20 - 25   25 - 30   30 - 35   35 - 40   40 - 45   45 - 50   50 - 55   55 - 60   60 - 65   65 - 70   70 - 75   75 - 80

Further Analysis – Length of Service

Similar trends can be found when replacing age with length of service.

Whilst the median gaps are lower for the top three quartiles, the pattern correlates with our age-based findings.

The Lower quartile, again, is the outlier here but with a gap of -26.23% (LOS) vs -19.48% (Age) the negative gap is more pronounced.

LOS Quartile	LOS Range (Years)
Upper	9.25 - 41.41
Upper Middle	3.77 - 9.17
Lower Middle	1.58 - 3.76
Lower	0.01 - 1.57

12.65%
Median Gender Pay Gap

Median Gender Pay Gap by Length of Service Quartile

■ Lower ■ Lower Middle ■ Upper Middle ■ Upper
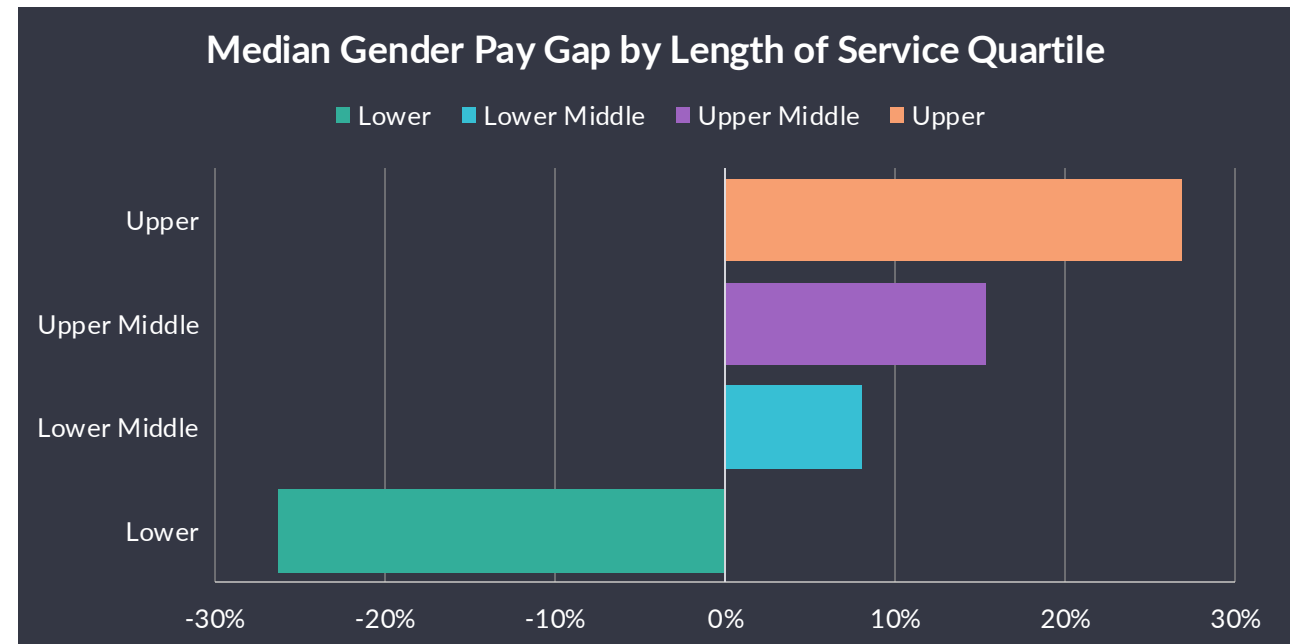
Understanding Further Analysis

As our Gender Pay Gap figures have broadly improved on an annual basis, it is important to understand how these trends can continue in the future.

The adjusted pay quartiles demonstrate how this year's positive results strongly relate to the gender balance of the college. Whilst this is unlikely to change soon, such a factor should always be considered each year to avoid bias in our results.

Experience-based quartiles indicate greater average pay for younger (17-32 years) and newly starting female employees (0-1.5 years). Each quartile thereafter shows increasingly greater average pay for men of the same age and length of service.

For both metrics it does not necessarily mean female wages decrease with time. It is much more likely that fewer see substantial pay increases over time, than that of men, bringing the median rates down.
This would also explain the lack of change in the Lower Middle Pay Quartile, despite all others seeing a positive movement for women.

Action Plan

Barking & Dagenham College will continue to prioritise the following to further reduce its gender gap:

- Positive action recruitment strategies will continue where there is under representation of females

- Opportunity for flexible and hybrid working for all staff at all levels

- Talent development and promotions are available to female and male members of staff and the college will continue to promote career progressions and promotions across the college.

- Investigate further into how we reward long-serving employees.

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