

Gender Pay Gap Report – 2019/20

Highbury College is committed to ensuring a fair and transparent approach to pay and reward for all staff regardless of gender.

Highbury College uses the Association of Colleges harmonised pay scales for staff. The College applies a market supplement rate to Lecturer pay grades to improve recruitment in skills shortage areas such as Construction, Science, Maths and Engineering. These subjects attract predominantly male staff. The College has a clear breakdown of subjects, as part of the Pay and Reward Policy, which outlines the market supplement rates. These rates are subject to review, and this will be carried out again in 2020. These are applied in a consistent manner.

The College uses job evaluation model to identify a spot salary for each job role (with the exception of Lecturers). Staff do not automatically progress through the pay scale but everyone has the opportunity to develop and progress internally.

The College employs 66.67% female staff and 33.33% male which is comparable to the Association of Colleges average for staff working in the sector.

The College has a higher percentage of females in the lower and lower middle quartiles (80% and 77.9% respectively). The roles in these quartiles are predominantly part time and or term time only such as Cleaners, Nurseries and Learning Support staff which traditionally attract a higher proportion of females.

However, it should be noted that there is a higher proportion of females in the upper middle and upper quartile at 54.8% females. The roles in this quartile are predominantly Lecturing and Management staff.

The College does not offer a bonus scheme and therefore there is no data to report.

The Data

The data for our organisation is taken as a snapshot of staff employed on 31st March 2019. The mean and median Gender Pay Gap is detailed in the table below:

	2019/20	2018/19	2017/18
Mean Gender Pay Gap	16%	17%	14.5%
Median Gender Pay Gap	27.3%	30.8%	35.5%
Mean Bonus Gender Pay Gap	0%	0%	0%
Median Bonus Gender Pay Gap	0%	0%	0%

The proportion of males/females in each quartile pay band is as follows:

Pay Quartile	2019/20	2019/20	2018/19	2018/19	2017/18	2017/18
	Male%	Female%	Male %	Female %	Male %	Female %
Lower Quartile	20%	80%	26.47%	73.53%	15.09%	84.91%
Lower Middle Quartile	22.1%	77.1%	17.82%	82.18%	29.25%	70.75%
Upper Middle Quartile	43.6%	56.4%	38.61%	61.39%	48.11%	51.89%
Upper Quartile	46.8%	53.2%	51.49%	48.51%	45.71%	54.29%

Plans to manage the Gender Pay Gap

The College will continue to review recruitment processes and focus on how to attract women into the male-dominated roles within the College, and additionally look at how we encourage men to take up work in part time or flexible working positions, which have historically been taken up by women. We will continue to run positive action recruitment and selection campaigns such as in the Construction Trades and Engineering.