

## GENDER PAY GAP REPORT FOR TRURO AND PENWITH COLLEGE 2019

Truro and Penwith College is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 31 March 2019

- The mean gender pay gap for Truro and Penwith College is 12.12 %
- The median gender pay gap for Truro and Penwith College is 14.94 %

No bonus payments were awarded in the snapshot period, as such there is no data to report for these categories.

Pay quartiles by gender			
Band	Males	Females	Description
A	27%	73%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	28%	72%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	35%	65%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	46%	54%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### What are the underlying causes of Truro and Penwith College's 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.

Truro and Penwith College 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:

- operates pay scales that establish particular salaries for particular roles;
- evaluates job roles and pay grades as necessary to ensure a fair pay structure.

Truro and Penwith College 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 (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. 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/or term-time only, 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 Truro and Penwith College's workforce, where the majority of support staff are women (ONS reported in 2016 that 90% of educational support assistants are women) This can be seen above in the table depicting pay quartiles by gender. This shows Truro and Penwith College's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within Truro and Penwith College, 73% of the employees in Band A are women and 27% men. The percentage of male employees increases throughout the remaining Bands, from 28% in Band B to 46% in Band D.

**How does Truro and Penwith College'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 Truro and Penwith College's gap compares favourably with that of other organisations, including those within the education sector.

The **mean** gender pay gap for the whole economy (according to the October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.1%, while in the public sector it is 17.5%. At 12.12%, Truro and Penwith College's mean gender pay gap is, therefore, significantly lower than both that for the whole economy and that for our sector.

The **median** gender pay gap for the whole economy (according to the October 2018 ONS ASHE figures) is 17.9%, while in the public sector it is 19% (21.5% in the south west) and in the education sector it is 25.9%. At 14.94%, Truro and Penwith College's median gender pay gap is, therefore, significantly lower than both that for the whole economy and that for our sector.

Comparison with other organisations					
	Truro and Penwith College	2018 ONS ASHE whole sector	2018 ONS ASHE Public Sector	2018 ONS ASHE Education Sector	2018 ONS ASHE Tertiary Education
Mean gender pay gap	12.12%	17.1%	17.5%	17.3%	15.9%
Median gender pay gap	14.94%	17.9%	19%	25.9%	15.7%

## What is Truro and Penwith College doing to address its gender pay gap?

While Truro and Penwith College's gender pay gap compares favourably with that of organisations both across the whole UK economy and within the public sector and Education Sector, this is not a subject about which Truro and Penwith College is complacent, and it is committed to doing everything that it can to reduce the gap. However, Truro and Penwith College also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

Truro and Penwith College has taken to promote gender diversity in all areas of its workforce and continues to monitor and take specific action in order to identify any barriers to gender equality and inform priorities for action which includes:

- Monitoring
  - the proportions of men and women applying for jobs and being recruited;
  - the proportions of men and women applying for and obtaining promotions;
  - the proportions of men and women leaving the organisation and their reasons for leaving;
  - the numbers of men and women in each role and pay band;
  - the proportion of men and women who return to their original job after a period of maternity or other parental leave
- Ensuring staff are aware of the Flexible working policy and that employees in all areas and levels of the organisation will be considered for flexible working regardless of their role and level of seniority, and that flexible working need not be limited to part-time working.
- Providing affordable childcare onsite (Truro Campus)
- Raising young people's awareness of the different career opportunities available within both the education sector and within sectors that can be perceived as traditionally male through partnerships and academies (such as STEM) to help dispel any misperceptions and stereotypes.

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, Truro and Penwith College is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

I, Dominic Haughton, Director of Finance, confirm that the information in this statement is accurate.

June 2019