

City of Portsmouth College

Gender Pay Gap Report –31 March 2022

Our Commitment

Highbury College merged with Portsmouth College on 1 August 2021 to form the City of Portsmouth College, a new general further education College for the City of Portsmouth region. This Gender Pay Gap report captures the reportable data and information from the new City of Portsmouth College as at the reporting date of 31 March 2022.

The City of Portsmouth College is committed to ensuring a fair and transparent approach to pay and reward for all staff regardless of gender. This commitment is demonstrated through our People Strategy, in a number of ways.

Leadership & Culture

- Our people are diverse, they embody and embrace our culture, values and behaviours and are positive ambassadors for the College.

Reward & Recognition

- Our people regard our reward and recognition arrangements and fair and equitable.
- Our people are recognised for their skills, experience and personal contribution.
- Our offer enables us to attract, engage, motivate and retain a diverse and talented workforce.

Organisational Development & Design

- Our structures and staffing models are effective, efficient and sustainable, they enable career development and progression and are designed to support the College deliver our curriculum and achieve our future goals and outcomes.

Talent Development

- Our people develop and grow through career pathways that enable them to fulfil their potential and aspirations
- Our people are celebrated for their diversity, abilities and behaviours they bring to the College which support the achievement of our future goals and outcomes
- Our people create our future talent pipeline, enabling the College to deliver its vision and strategic goals.

Understanding the Gender Pay Gap

The gender pay gap is a measure of the difference in average pay of men and women, regardless of the nature of their work. This is expressed as a percentage of men's earnings, e.g. women earn x% less than men. A negative percentage indicates that women earn more than men.

The gender pay gap does not measure equal pay, which relates to the amount that men and women are paid for the same or similar jobs.

How are the median and mean pay and bonus gaps calculated?

The mean pay gap is a comparison of the average pay for a woman and the average pay for a man. The median pay gap is a comparison of the hourly rate of pay for the woman in the middle of the line if all our female employees stood next to each other in order of lowest hourly rate of pay to highest, and the hourly rate of pay for the man in the middle of the line if all our male employees did the same. Mean and median calculations are also carried out when comparing bonus pay over a twelve month period. The proportion of men and women awarded any bonus pay over that period is reported. Bonus pay calculations are not included in the CoPC Gender Pay Gap Report for this period as no bonus' were paid.

How are the pay quartiles calculated?

We also report the percentage of men and women in each pay quartile. Quartiles are calculated by listing the rates of pay for each employee across the College from lowest to highest, before allocating that list into four equal sized groups of men and women and calculating the percentage of men and women in each of these groups. The median and mean pay gap and quartile pay bandings are based on data from March 2022 only.

Details behind the Gender Pay Gap Numbers at the City of Portsmouth College.

The College as at 31 March 2022 employed considerably more female than male staff; 72.04% of staff are female and 27.96% are male.

The College has a higher percentage of females in all quartiles. This trend is most acute in the lower and middle lower quartiles (70.37% and 61.96% respectively). The roles in these quartiles are predominantly part time and/or term time only such as Cleaners, Nursery and Learning Support staff which traditionally attract a higher proportion of females. In addition, some of these roles, such as Learning Assistant, are offered by the College with relatively flexible working patterns and hours which often attract a higher proportion of female workers.

The gap between the number of males and females is smallest in the upper quartile, with a difference of 16.5%. Within this quartile many roles are held by experienced lecturers, academic management staff, members of the senior management team and executive leadership team.

Our gender pay gap is strongly influenced by the balance of men and women across job roles within the College, which is also reflective of the education sector in general.

The mean gender pay gap at March 2022 was 16.95%, this means that men earned on average 16.95% more per hour than women across the College. However, when we look at the mean gender pay gap by quartile, this shows a much narrower pay gap than the overall pay gap within the College. There is a negative gender pay gap in both the lower quartile and upper quartiles, meaning that women in these quartiles earned on average 3.37% and 8.99% more per hour than men respectively.

The Data

The data for our organisation is taken as a snapshot of staff employed on 31 March 2022. The mean and median Gender Pay Gap is detailed in the table below.

Mean and Median Gender Pay Gap

Mean Gender Pay Gap	16.95%
Median Gender Pay Gap	38.52%
Mean Bonus Gender Pay Gap	0%
Median Bonus Gender Pay Gap	0%

Mean Gender Pay Gap by Quartile

Lower Quartile	-3.37%
Lower Middle Quartile	2.96%
Upper Middle Quartile	3.00%
Upper Quartile	-8.99%
All	16.95%

The proportion of males/females in each quartile pay band

Pay Quartile	2022	2022
	Female %	Male %
Lower Quartile	85.19%	14.81%
Lower Middle Quartile	80.98%	19.02%
Upper Middle Quartile	63.80%	36.20%
Upper Quartile	58.28%	41.72%
All	72.04%	27.96%

Actions to Reduce the Gender Pay Gap.

The College is taking proactive steps through the recruitment workstream of our People Policy and within our recruitment practises to improve recruitment and progression of women and reduce the gender pay gap.

- We use standardised selection processes and scoring as well as skill based assessment tasks in recruitment to ensure fairness across all candidates.
- We use structured interviews for recruitment and promotions and grade the responses using pre specified, standardised criteria. This makes the responses comparable and reduces the impact of unconscious bias.

The College also has Flexible Working Policy which enables all staff members to request flexible working from their first day of employment. As part of our recruitment workstream we are actively advertising positions with flexible working options and we will work to do this more with roles that fall into the lower and upper middle quartiles.

The College recruitment workstream has as part of its focus a drive to recruit career changers and returners, especially into academic and teaching roles. This workstream is driven by the need to fill hard to recruit to roles but will also as a secondary focus aim to increase the number of women in roles which fall into the lower and middle quartiles.