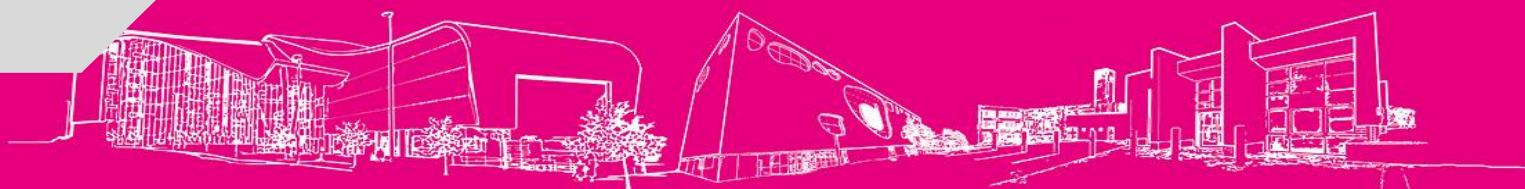




# Sandwell College

## Gender Pay Gap

### Reporting 2022



## 1. Introduction

The Equalities Act 2010 (Specific Duties on Public Authorities) Regulations 2017 came into force on 6 April 2017. The regulations make it mandatory for organisations with more than 250 employees to report their gender pay gap on an annual basis. All organisations in the public sector, including colleges, are required to take a snapshot of data on 31 March 2022 on which an analysis of the pay gap must be undertaken.

All relevant organisations are required to publish details of their gender pay gap in accordance with the specified criteria on their own website and on the Government Equalities Office website by 30 March annually. The impact of COVID delayed publication of 2020/21 data to October 2021.

The gender pay gap is distinct from equal pay although that distinction is often confused even though this is a different measurement. ACAS provides the following definitions:

**“Equal pay** deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman”.

**“The gender pay gap** shows the differences between the average (mean or median) earnings of men and women. This is expressed as a percentage of men’s earnings”.

This report provides detail of Sandwell College’s gender pay gap reporting, provides some context and a summary of actions the College has taken, and is taking.

## 2. Calculations and scope of reporting

The data presented in this report has been gathered and analysed in accordance with the Equality Act 2010. In line with all public sector organisations, the data is based on hourly pay rates as at 31 March 2022. The data includes information relating to all relevant employees, which is defined as anyone employed by the College on 31 March 2022.

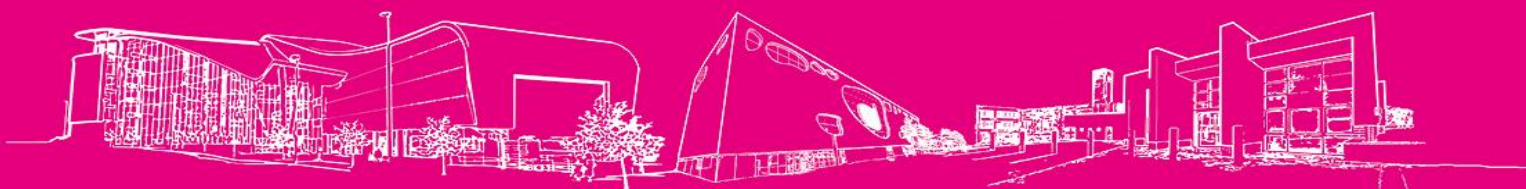
The regulations state that any differences must be expressed as a percentage of the mean and median pay of male employees.

All relevant organisations are required to report their:

- i. Mean gender pay gap
- ii. Median gender pay gap
- iii. Mean bonus pay gap
- iv. Median bonus pay gap
- v. Proportion of males and females receiving a bonus payment
- vi. Proportion of males and females in each quartile

**Mean** - this is the average value of the dataset. By taking into account the full earnings distribution, the mean takes into account the low and high earners in an organisation. This is particularly useful as women are often over represented at the low earnings extreme whilst men are overrepresented at the high earnings extreme.

**Median** - this is the middle value of the dataset.

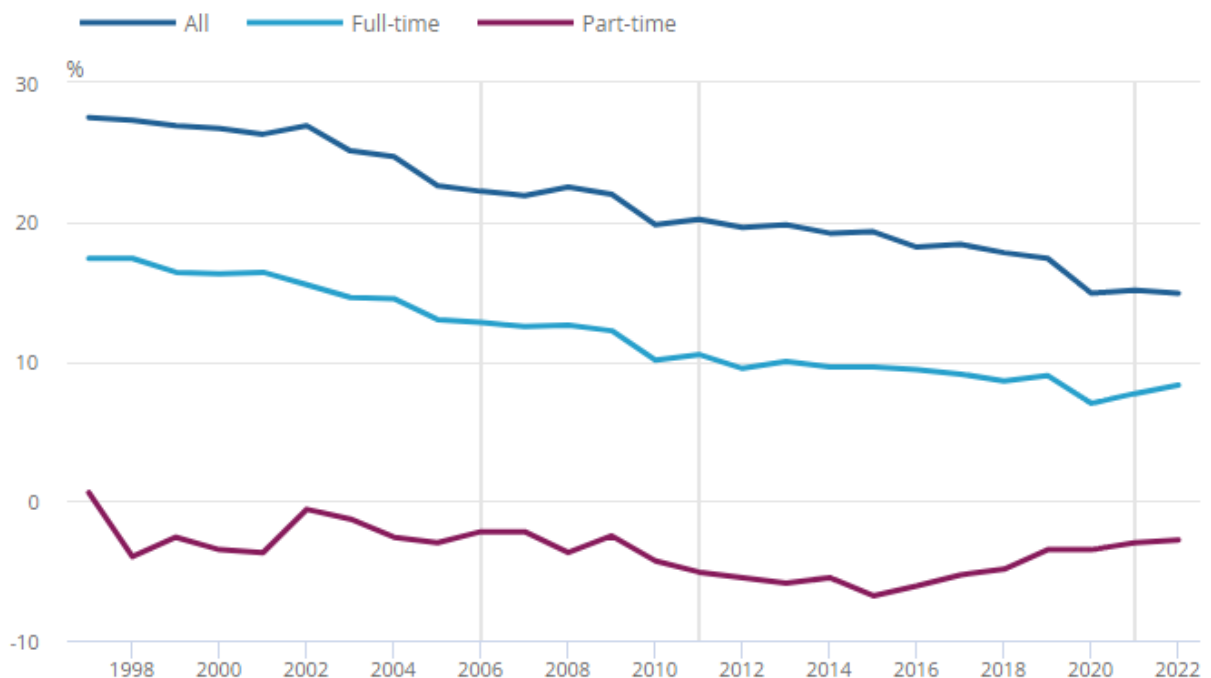


**The pay quartiles** - this data will show the spread of male and female earners across an organisation, helping to show employers where women's progress might be stalling so they can take appropriate action.

**Chart 1: Gender pay gap for median gross hourly earnings**  
(Source: [ONS.gov.uk](https://ons.gov.uk) [here](#))

**The gender pay gap has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full time employees and all employees**

**Gender pay gap for median gross hourly earnings (excluding overtime), UK, April 1997 to 2022**



### 3. The gender pay gap at Sandwell College

Figures are drawn from 777 staff (271 male and 506 female) who qualify as 'full pay relevant employees' on the snapshot date of 31 March 2022. This figure sees an increase of 29 employees since the previous report.



Sandwell College's full pay, relevant employees include salaried and hourly paid staff.



The mean gender pay gap is 7.6%  
The median gender pay gap is 12%

**Table 1: Pay Gap Information, Sandwell College**

## Hourly Rate Gaps

	Male	Female	Percentage Difference
<b>Mean (Average)</b>	£18.06	£16.69	7.6%
<b>Median (Middle)</b>	£18.03	£15.87	12.0%

Hourly rate gaps (mean and median) from 2020 – 2022 at Sandwell College:





**Table 2: Staff numbers split by gender in each quartile pay band by number and proportion**

Table 2: Staff Numbers split by Gender in each quartile pay band, Count and proportion						
Quartile Pay Bands	Population	Male	Female	Total	% Male	% Female
Highest Paid	Quartile 1	53	81	134	39.6%	60.4%
	Quartile 2	115	185	300	38.3%	61.7%
	Quartile 3	46	112	158	29.1%	70.9%
Lowest Paid	Quartile 4	57	128	185	30.8%	69.2%
		271	506	777	34.9%	65.1%

In table 2; the highest paid quartile has seen an increase in staff numbers from 105 in 2021 to 134 in 2022. The percentage in this quartile is 60.4%, an increase from 2021. The increase in staff in Quartile 2 can be attributed in part to an increase in Qualified teaching staff moving from Unqualified teaching levels.

### 3.1 Bonus payments

The regulations require organisations to report on the production of male and female employees receiving a bonus and the gap in these payments. Sandwell College does not operate bonus schemes or payments for staff so reporting requirements here are not applicable to the College.

### 4. Supporting commentary and College practice

Sandwell College is confident that male and female employees are paid equally for doing the same role at the College. And the College is committed to reducing the gender gap and providing equal opportunities for potential and current employees.

Our mean Gender Pay Gap is 7.6% in 2022, which sees a decrease to the figure of 8.3% reported in 2021. Our mean Gender Pay Gap figure is below the national average for 2022 of 8.3% ([ONS, 2022](#)). The College has moved against the UK trend this year by decreasing its pay gap, rather than it increasing.

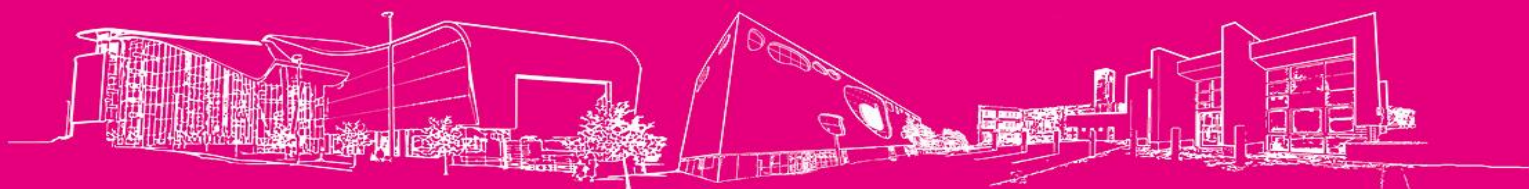
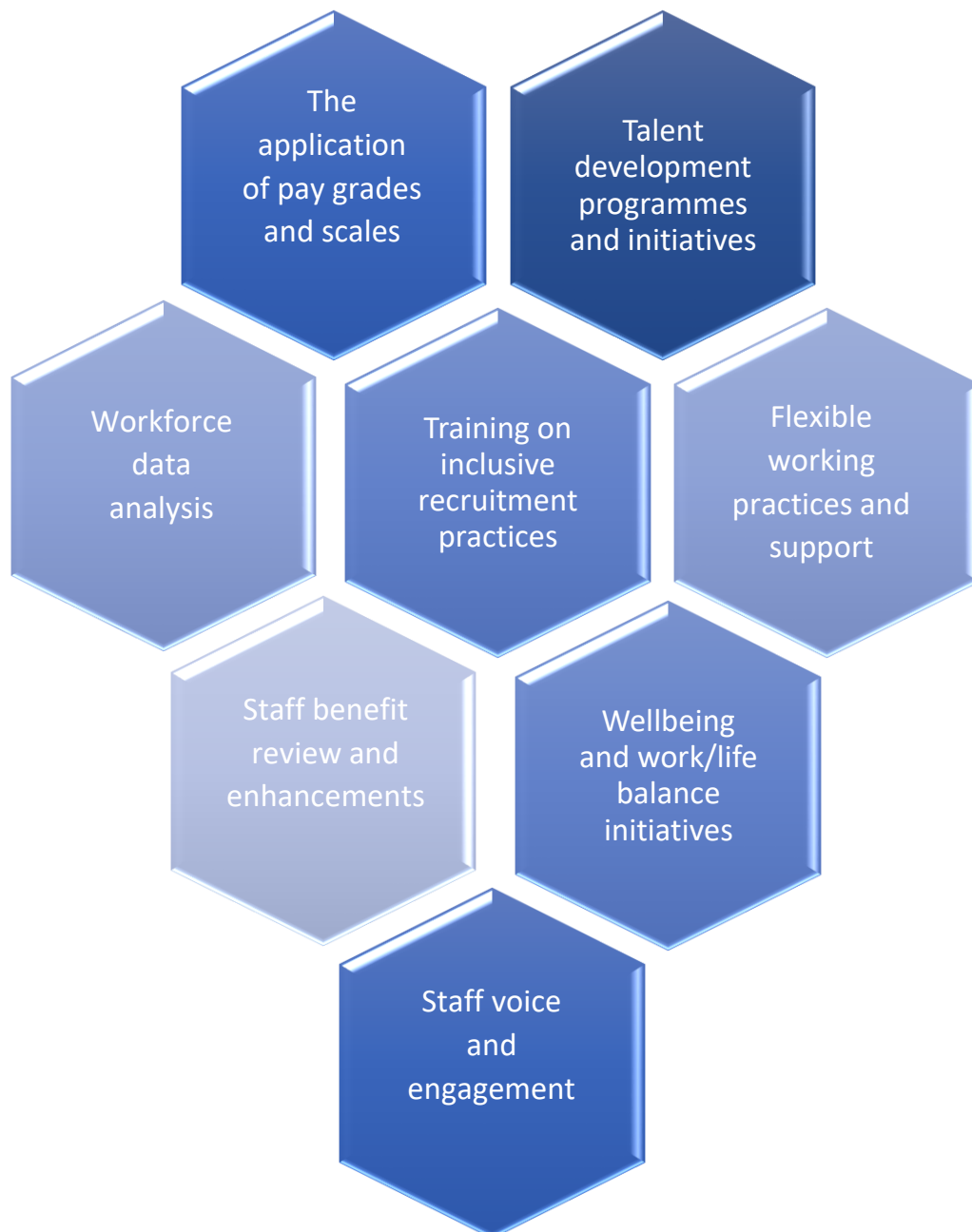
Our median gender pay gap at 12% has decreased from 15.08% in 2021 and is broadly in line with the overall national figure among all employees ([Comparison data here](#)).



As table 2 above shows, females make up approximately the same proportion (65.1%) of the College's overall workforce, as reported in 2021.

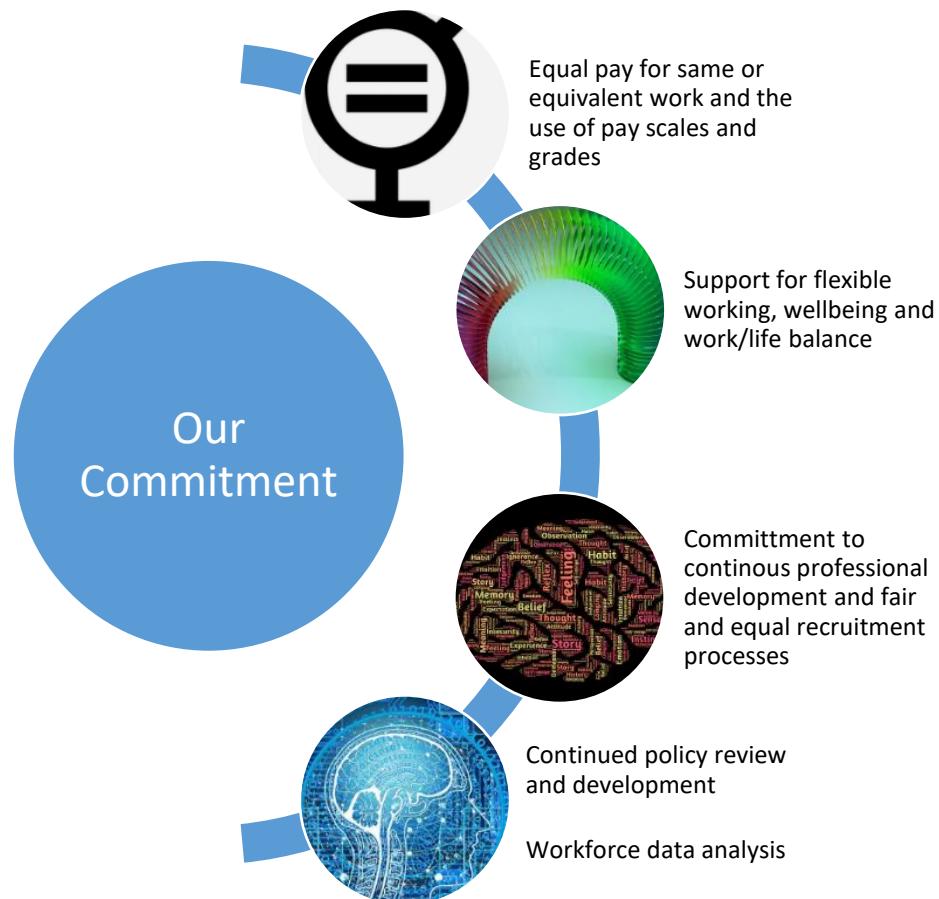


We have actively worked to address the gender pay gap through:



#### 4. Future action

We are committed to continually improve our practice and to reducing the gender pay gap, through tangible and sustained actions.



We are fully committed to further our work in this area and fully recognise the benefits of our richly diverse workforce.

**I can confirm that the information in the statement is accurate and that the data has been calculated to the requirements of the equality act.**



**Graham Pennington**  
Principal & Chief Executive  
March 2023

