

## EXETER COLLEGE GENDER PAY GAP REPORT 2023

### REQUIREMENTS

The 2017 Gender pay reporting legislation requires employers with 250 or more employees to publish statutory information annually showing the pay gap between male and female employees.

As part of these obligations, Exeter College is required to use data from a snapshot report in order to calculate any gap. In addition, the College is also required to publish this information on its website each year.

### RESULTS

The College's gender pay data is based on calculations dated 31<sup>st</sup> March 2023; as at this date 39% of our workforce were male and 61% were female.

#### Gender Pay Gap

The mean and median gender pay gap is based on an hourly rate calculated in accordance with the regulations. Our results are outlined below;

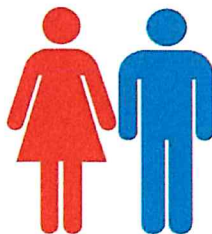
#### Mean hourly rates



£16.08 — £17.69

The mean gender pay gap is the difference between the average hourly pay of male and female members of staff. The College's Mean Gender Pay Gap is **9.1%**.

#### Median hourly rates



£16.78 — £17.87

The median gender pay gap is the difference between the mid-point hourly pay of male and female members of staff. The College's Median Gender Pay Gap is **6.1%**.

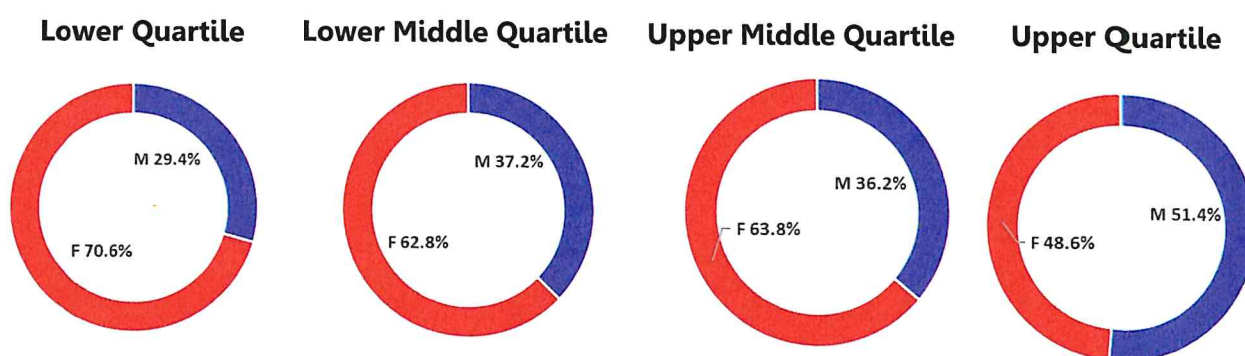
### Gender Bonus Pay Gap

- The College's Mean Bonus Pay Gap is **0.9%**
- The College's Median Bonus Pay Gap is **-21.4%**

	Women	Men
Proportion of staff receiving a bonus	2%	1%

### Pay Quartiles

The charts below illustrate the gender distribution across the College in four equally sized quartiles. Each quartile contains 282 staff.



### **COMPARISON TO 2022 RESULTS**

	2022	2023
Mean	9.4%	9.1%
Median	8.8%	6.1%
Bonus Mean	-13.5%	0.9%
Bonus Median	-18%	-21.4%
Lower Quartile	69.3% F 30.7% M	70.6% F 29.4% M
Lower Middle Quartile	60.9% F 39.1% M	62.8% F 37.2% M
Upper Middle Quartile	59.5% F 40.5% M	63.8% F 36.2% M
Upper Quartile	48.5% F 51.5% M	48.6% F 51.4% M

### **WHY DOES EXETER COLLEGE HAVE A GENDER PAY GAP?**

Exeter College has a clear policy of paying staff equally for the same or equivalent work, regardless of their sex (or any other characteristic). Within our approach to pay, we:

- operate clear pay scales that establish particular salaries for particular roles based on the level of responsibility and skills

- assess job roles and grades as necessary to ensure a fair pay system
- benchmark salary levels against sector and local market conditions for different types of roles
- only use market forces supplements where the market dictates the need to do so to facilitate recruitment of professionally skilled staff and review these payments on an annual basis

Exeter College is therefore confident that its gender pay gap does not derive from paying men and women differently for the same or equivalent work. Instead, the 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 to be in senior roles while women are more likely to be in front-line roles that traditionally attract lower salaries. Women are also more likely to have had breaks from work that may have affected their career progression, for example to care for children. They are also more likely to work part-time and many of the jobs available across the UK on a part-time basis may be relatively low paid.

Our results indicate that we continue to employ significantly more women than men (an increase of 1%) and that this is reflected across all but the upper quartile. There are also significantly more part time female staff than male part time staff and overall, we have considerably more women than men in the lower quartile. These roles include Apprentices, Learning Assistants, Nursery Nurses and Administration roles and make up a significant proportion of our workforce.

#### Why have both our mean and median gender pay gaps decreased this year?

The most significant reason for the decreases in our mean and median gender pay gaps is that percentage of women in the top three quartiles has increased in the period. Most significantly, in the upper middle quartile, this percentage has increased by 4.3%. Secondly, more males are now utilising the available salary sacrifice schemes than females; overall, there has been a 6.8% increase in males opting into these schemes compared to last year. Additionally, there has been a 4.2% increase in the number of female staff receiving additional payments such as Market Forces or honorariums for additional responsibilities.

In terms of other contributing factors, further analysis indicates that for the first time, there are now more women on the highest teaching point of the payscale (a 4% increase) and there has been nearly a 5% increase in the number of Curriculum Area Manager positions held by women (now up to 43%). The College also regraded a number of Business Support posts in the period, a significant proportion of which were held by female staff. This increased overall salaries for all affected staff, many of which would have been on lower salary points.

Despite these positive steps, in the period, there has also been a 2% increase in the proportion of full time male staff and a 3% increase in the number of part time female staff. In addition, although the number of females in the upper quartile has increased by 0.1%, there continues to be more men than women in this quartile. This finding reflects the presence of market forces supplements which the College implements due to shortages of staff in technical/specialist areas. Although an increasing number of women receive these market forces payments, particularly in areas such as Digital and Data and Leadership and Management, a substantial proportion of posts that attract these enhanced payments continue to be held by male staff, including, civil engineering, plumbing, IT and brick.

#### Gender pay bonus gap

Only a small number of staff received an additional performance related pay (PRP) bonus (based on a percentage of their annual salary and dependent upon achievement of their annual targets). This year, in addition to the longstanding bonus schemes available to the

College Advice and Training and Recruitment Advisor Teams, the Industry Placement Liaison Officer Team could also qualify for the payment of a bonus. Overall, the significant decrease in median gender pay bonus gap reflects that 88.5% of all bonuses paid by the College in the period were paid to women. In terms of the mean, as only a very small proportion of staff received a bonus, a small change in the data has a significant impact. This year, two of the staff receiving bonus payments were females who left part way through the year and therefore, their bonus was calculated on a pro-rata basis, thus increasing the mean bonus pay gap. Although, it should be noted that this is less than 1%.

## **HOW DO WE COMPARE?**

A significant proportion of organisations have a gender pay gap and this is reflected in the Office for *National Statistics (ONS) Annual Survey of Hours and Earnings: 2023 provisional* which indicates that the National median pay gap for the whole economy is 14.3% and the mean is 13.2%.

Furthermore, this survey also breaks these figures down further and identifies the following averages for the Public Sector and Education as a whole.

Public Sector: 14% median 11.5% mean  
Education: 21.3% median 14.6% mean

Our median gender pay gap is 6.1% and our mean gender pay gap is 9.1% and therefore, our gender pay gaps are significantly lower than all the National, Public and Education sector averages.

## **ADDRESSING THE GAP**

While Exeter College's gender pay gap compares favourably with that of other organisations, we are committed to doing everything that we can to reduce the gap.

We recognise that we cannot control the choices that individuals make in terms of their careers and job applications which might make our scope to affect change limited in some areas but we can take further action to help reduce the gap.

To date, Exeter College has taken a number of steps to promote gender diversity in all areas of its workforce and these include:

- Having 'family friendly' policies and procedures in place which encourage both male and female staff to utilise flexible working options subject to the needs of the business
- Offering part-time working options where feasible to female staff returning from maternity and adoption leave across the College and within the College Leadership Team
- Removing the lowest business support pay point in the College
- Increasing the lowest pay point and removing the qualification cap on the lecturer/assessor payscale
- Utilising Department for Education funding to recruit staff from industry into hard to fill roles
- Further increasing the number of Curriculum Area Manager (CAM) roles in Faculties, thus expanding the promotional opportunities available for teaching and learning staff looking to move into a management position
- Introducing the role of the Tutorial Area Manager; this now offers a third route for career progression alongside CAMs and Advanced Teaching Practitioners
- Looking at new initiatives to support the recruitment of staff in challenging areas including, participating in job fairs, utilising social media campaigns and hosting targeted recruitment events
- Continuing to support and invest in the professional development of our staff including support to undertake qualifications, the provision of remission to support

completion of teaching qualifications, running a programme of Line Managers training sessions and launching an aspiring leaders in FE programme

- Continuing to raise young people's awareness of the different career opportunities available within sectors often perceived as traditionally more male, including hosting events such as, 'Women in Law', 'Women in Engineering' and 'Women in Construction'

None of these initiatives on their own will remove the gender pay gap and we recognise that purposeful change will take time and therefore, some of these short-term measures will only be effective in the longer term. In the meantime, Exeter College is committed to reporting on an annual basis what it is doing to try to reduce the gender pay gap.

I, Gemma Noble, Executive Director of People and Organisational Development confirm that the information in this statement is accurate.

A handwritten signature in black ink, appearing to read 'Gemma Noble', with a long, sweeping horizontal line extending to the right.

March 2024