

Croydon College
Gender Pay Gap Report
March 2022

Based on snapshot data as at 31 March 2021

1. Introduction

The data is based on a snapshot date of 31 March 2021. It is calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap is the percentage gap in the average (mean) and middle values (median) of salaries of males and females based on standard hourly rates of pay.

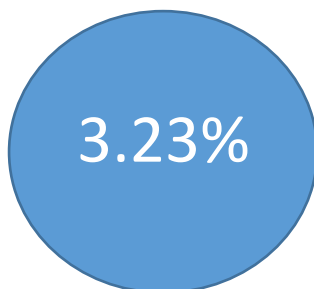
Pay quartiles represents the proportion of male and female employees in each of four pay bands:

- Lower Quartile
- Lower Middle
- Upper Middle
- Upper Quartile

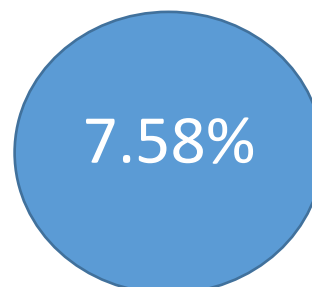
Last year, the mean gender pay gap was 4.25% and median 5.34%. The College is pleased to report an improvement in the mean gender pay gap this year to just 3.23%, but the median pay gap has increased slightly to 7.58%. This likely reflects that the sector is female dominated, but highlights a concern that the males that are in the sector have a median higher pay. This is also reflected in the pay upper pay quartile.

2. The Data

Mean Gender Pay Gap



Median Gender Pay Gap



Pay Quartiles

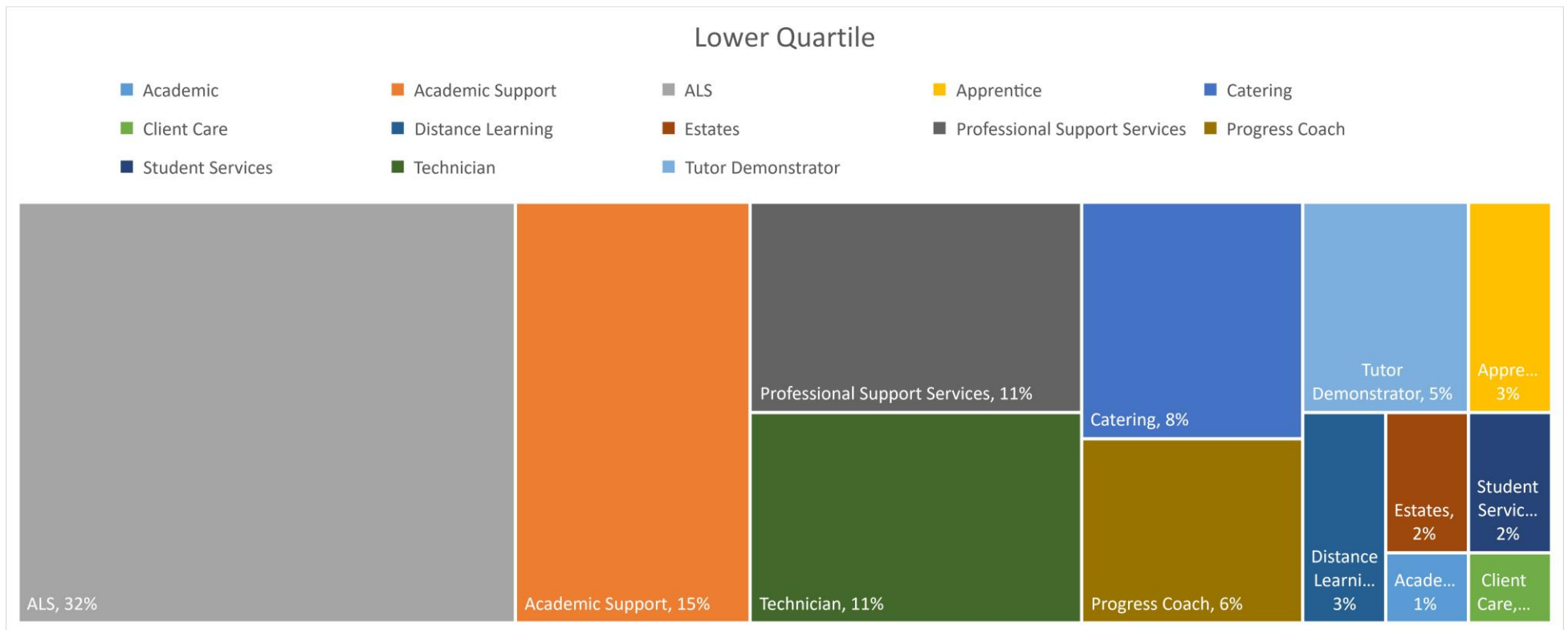


The mean gender pay gap of 3.23% is a positive position for the College, especially when benchmarked to the FE sector. This is an improvement from the mean gender pay gap of 4.25% last year.

There is still concern regarding the pay quartiles, where there is a significant percentage of female workers (76%) in the lowest pay quartile (up from 75% last year), whilst female workers only represent 52% of the upper pay quartile (55% last year).

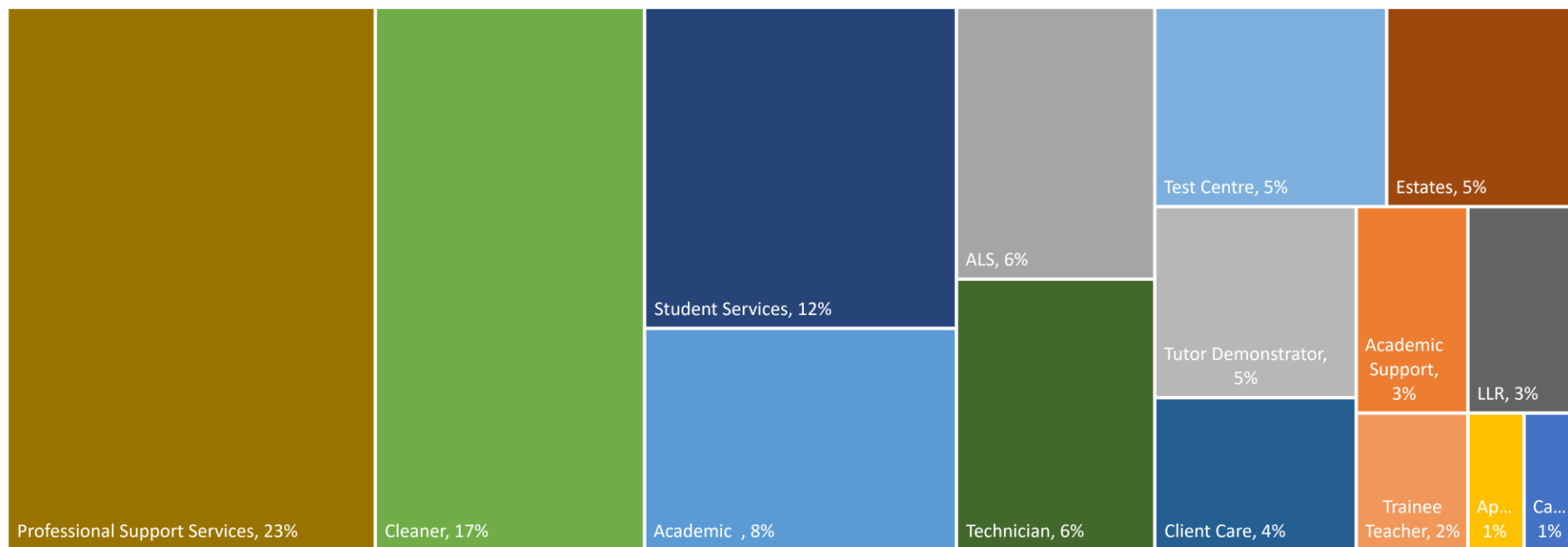
The lower middle quartile has an increase in male representation moving from 31% last year to 33% this year. The upper middle quartile shows greater representation from females from 73% to 77%. However, there is still the pattern that there is a significant gender balance shift in the upper pay quartile with females representing 52% and males representing 48%. Whilst this appears balanced and slightly in favour of female workers, the contrast to the other quartiles demonstrate that the male workers for the College are more likely to be in the upper pay category. All pay quartiles when analysed separately show as positive pay gap in favour of female workers (Lower -4.17%, Lower Middle -3.22%, Upper Middle -4.52% and Upper -19.7%). However, as a mean across all quartiles, we see an overall gender pay gap of 3.23%, which is also reflected in the pay quartile percentages where male workers are more likely to be in the upper pay quartiles. An analysis below shows the types of roles in each quartile.

Types of Roles within Pay Quartiles



Lower Middle

- Academic
- Academic Support
- ALS
- Apprentice
- Catering
- Cleaner
- Client Care
- Estates
- LLR
- Professional Support Services
- Student Services
- Technician
- Test Centre
- Trainee Teacher
- Tutor Demonstrator



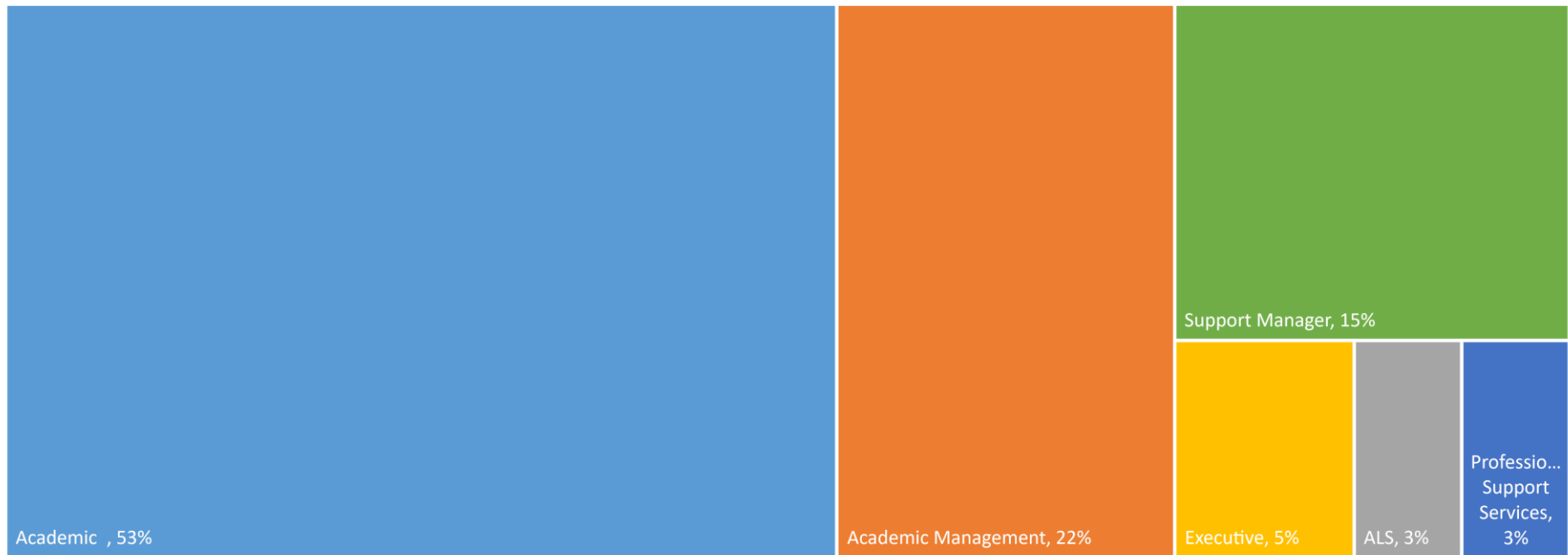
Upper Middle

- Academic
- Academic Management
- ALS
- LLR
- LRC
- Professional Support Services
- Student Services
- Support Manager
- Test Centre
- Tutor Demonstrator



Upper Quartile

■ Academic
 ■ Academic Management
 ■ ALS
 ■ Executive
 ■ Professional Support Services
 ■ Support Manager



3. Future Focus

Whilst we're pleased with our low mean gender pay gap of 3.23%, and that our trend is moving towards closing the gender pay gap for the third year in a row. However, we know we can strengthen our approach and we will ensure focus on the representation in the upper pay quartiles.

We have already taken steps to focus pay increases for our workers in the lower pay quartiles, and creating developmental pathways as part of our HR strategy. Therefore, we expect to see further improvements in our pay gap data for next year.

Our HR Strategy is newly developed, and as part of this we have a detailed equality analysis and action plan that we are working towards. In addition, we have committed to Investors in Diversity accreditation through the National Centre for Diversity and we are working with our expert partners to apply the FREDIE principals, to enhance the culture of equality, diversity and inclusion at the College.