

GENDER PAY GAP REPORT

2024



**STOKE
ON TRENT
COLLEGE**

 **Ofsted** Good
Provider

stokecollege.ac.uk

Our city is rich in diversity. Our College aims to reflect the people and communities we serve, not just because it is the right thing to do, but because gender balance, diversity and inclusivity are critical to us in delivering outstanding teaching and learning for our communities, and stakeholders.

We recognise that to succeed in our mission we need the right people with the right skills and values in place at the right time. We need exceptional leaders and managers who champion our culture, live our values and facilitate high performance, and a talented, diverse, skilled and motivated and engaged workforce. To achieve our aim, we remain committed to building a diverse and inclusive workplace for our current and future team, that provides and promotes equality, diversity and inclusion. We all strive to support our learners to reach their full potential, an approach that we embrace for our staff team too. Our aim is to ensure that, through effective policies, initiatives and supportive mechanisms for employees, reflection and scrutiny of our practices, behaviours and workforce profile, we continually move forward in addressing workplace barriers to equality.

Whilst I am clear that what we pay at the College is not driven by gender, we are fully aware of and committed to the journey faced by us and many UK employers to close any pay gap. **Pay fairness is an overarching principle of our College Pay and Reward Strategy and Policy** and attuned to our College values and culture, ensuring all elements of our pay and reward systems and practices are fully compliant with the Equality Act 2010. We are committed to ensuring there are no gaps in terms of levels of participation, access, rights pay or benefits for all our employees and to eliminating any bias which may be identified in our pay and reward systems relating to sex, sexual orientation, gender reassignment, age, disability, marriage and civil partnership, pregnancy and maternity, race, religion and belief.



Hassan Rizvi
Principal & CEO

Background

We are the technical and professional college for Stoke-on-Trent and the surrounding area – at the forefront of technical learning and skills development. We transform lives through learning – a college for the community.

Responding to local, regional and national skills priorities, we find innovative ways of working with learners, employers and partners to create successful futures, social benefit and a diverse and sustainable economy. We find ways of achieving more and better and we never give up on our learners or our mission. As a future facing college, our colleagues are empowered and are part of one team community that embraces equality, diversity and inclusion.

A great place to learn...

A great place to work...

A great place to teach...

A great place to lead...

Our values



Inclusive

Embracing diversity, an inclusive college where everyone is valued and respected. We are 'One Team'.



Collaborative

Partnerships with purpose, strong relationships for greater impact.



Courageous

Bold and brave, doing things better and differently, an enterprising college.



Ambitious

The pursuit of excellence, an aspirational vision for successful futures.



Nurturing

A safe and positive place to learn and work, we never give up on our learners.

Our data at a glance

WHAT IS A GENDER PAY GAP?

Gender pay differs from equal pay – people frequently confuse the two but they are not the same. Gender pay shows the differences in the average pay between men and women – a measure of labour market or workplace disadvantage. Equal pay means that there should be no contractual differences between men and women who carry out the same or similar jobs or work of equal value. We provide our pay data consistent with the methodology of reporting. We also share with you the ways in which we continue to ensure equality, diversity and inclusion with regard to overall impact on pay levels and opportunities.

5.42%

Mean gender pay gap

↓ 0.7% lower than 2023

5.28%

Median gender pay gap

↓ 0.01% lower than 2023

KEY FIGURES

THE MEAN AND MEDIAN GENDER PAY GAP

Based on an hourly rate of pay

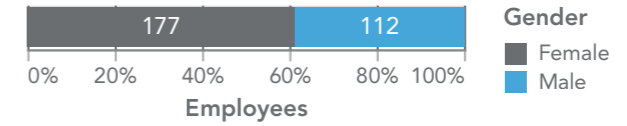
		PAY £ / HR	PAY GAP	
MEAN	MALE	£ 16.05	5.42%	0.7% lower than 2023 2.3% lower than 2022 3.11% lower than 2021
	FEMALE	£ 15.18		
MEDIAN	MALE	£ 15.49	5.28%	0.01% lower than 2023 Same level as 2022 3.80% lower than 2021
	FEMALE	£ 14.67		

THE MEAN AND MEDIAN BONUS GENDER PAY GAP

Based on an hourly rate of pay

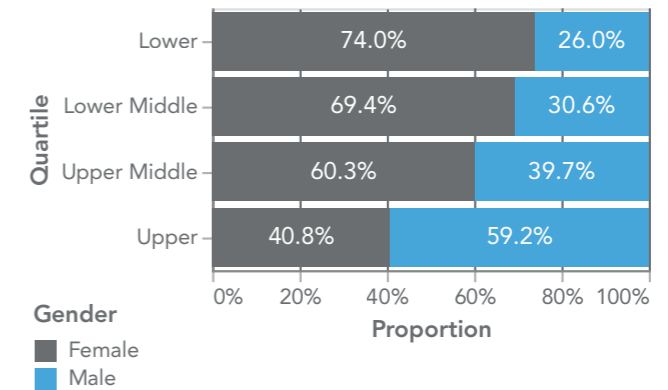
		BONUS £ / HR
MEAN	MALE	£ 0
	FEMALE	£ 0
MEDIAN	MALE	£ 0
	FEMALE	£ 0
% RECEIVING BONUS	MALE	0%
	FEMALE	0%

TOTAL EMPLOYEES



Total 289

THE PROPORTION OF MALES AND FEMALES IN EACH MEAN HOURLY RATE QUARTILE BAND SECTION



Understanding the gap

In viewing our data, it is important to understand the wider context of the College workforce profile, particularly in relation to the nature of our business, and the range of skills and specialisms we draw from the wide range of industry sectors.

The College has a largely female workforce with almost two thirds of our workforce being female. We categorise our roles into Support, Academic and Management and Assessor roles. Support roles, which equate to 51 % of the workforce, are in the majority (70.59%) occupied by female workers. The nature of the education sector, particularly for support services is to have term time working arrangements in place. This part time working is a factor in attracting predominantly females to these roles, reflective of society norms and childcare responsibilities. In the scope of the College's pay structure, support roles are generally paid across the lower pay bands, in comparison to management

and academic roles, or those requiring specialist knowledge and expertise, for instance from STEM industries.

As the summary figures show, a gender pay gap exists here at the College, although for 2024 data we can see a continuing downward trend on the previous three years.

Our STEM related provision echoes the industry sector in that there is a significantly lower proportion of females to males. This has impacted on our recruitment in these areas where our teams are dominated by males. There is no quick fix to this issue, but as a qualification provider and employer we are committed to supporting the required change. What we have also experienced in the Further Education Sector, and here at the College, is that in order to attract and secure good quality, highly qualified and experienced staff from these industries, we are having to provide competitive reward packages not only aligned to market pay rates, but competitive to other colleges as we are competing in a small pool of applicants.

We are proud that our Management Team has a representative balance of 51 % female and 49 % male, and we will continue to strive to build diversity across the leadership teams within our departments.

OUR COMMITMENT TO CLOSING THE GAP

We remain committed to sustained action in order to address a gender pay gap, through reviewing and exploring not only pay and reward but the ways that we attract a diverse workforce, as well as manage and develop our people, and ensure that our College values are reflected in the behaviours of our leaders and managers and our policies and procedures. We will also seek opportunities we can take to help the situation outside of our organisation.

Understanding our gender pay gap is important, we will continue to focus on improving equality, diversity and inclusion through the delivery of our People Strategy as detailed below.

OUR WORK WITH THE NATIONAL CENTRE FOR DIVERSITY

NATIONAL
CENTRE FOR
DI>ERSITY

PROUD TO BE
FREDIE[™]
Fairness In The Workplace

We are working with NCfD and are committed to the process towards attaining Investors in Diversity.

EDI is only half the picture. Fairness, Respect and Engagement will enable us to embed a culture of inclusion – hence we embrace FREDIE.

- Fairness** Being reasonable, right and just
- Respect** Having due regard for feelings, wishes and rights of others
- Equality** Where every person has equal rights and every person has a fair chance
- Diversity** Diverse means different. We are all different so diversity includes us all. The concept of diversity encompasses understanding, acceptance and respect
- Inclusion** Where every person feels respected, valued and that they fit in with the organisational culture
- Engagement** Two-way commitment and communication between an organisation and its employees

We are proud to be FREDIE.

RECRUITMENT AND SELECTION

We ensure that our recruitment and selection decisions within Stoke on Trent College are fair and equitable. We provide:

- ✓ relevant guidance, training and support for recruiting managers and those involved in decisions about, pay, policies, benefits and promotions; which encompasses equality, diversity and managing bias;
- ✓ clear role profiles that are rigorously job evaluated through a systematic role evaluation scheme which incorporates the principles of equal pay;
- ✓ a clear and transparent pay and grading system

Our recruitment principals underpin our values with regards to equality and diversity in the College as follows:

- ✓ We will employ the most suitable person for the job role.
- ✓ The recruitment process will be fair and transparent.
- ✓ All candidates will be given the opportunity to showcase their capability.
- ✓ We will recruit people with a commitment to our College vision, mission, and values.
- ✓ We will recruit people who can and will, or have the potential to, deliver an excellent service to our learners and community.
- ✓ We seek to stimulate the pipeline of both genders to non-traditional areas of work.
- ✓ We continually review and strengthen positive action statements in recruitment communications and processes.





PERFORMANCE MANAGEMENT

We continue to develop our performance management tools to support all individuals to achieve their potential and aspirations, with a particular focus on individuals' development needs. We use fair and transparent methods to identify those who have the potential to progress and look to provide coaching and mentoring support, and growth opportunities.

CONTINUOUS PROFESSIONAL DEVELOPMENT

We provide continuous learning and development opportunities tailored to roles to build an expert and skilled college team. As part of our mandatory training programme, we ensure that all staff complete EDI training. Our coaching and mentoring arrangements provide a systematic and visible network. We monitor support for personal development and culture through staff survey and putting in place targeted individual, departmental and College wide action plans.

FLEXIBLE AND SUPPORTIVE WORKING AND POLICIES

We value our diverse workforce and have policies that enable flexible and hybrid working arrangements – to support healthy work-life balance

and accessibility of work opportunities and career development for all and at every level of the organisation.

We have a range of family friendly and wellbeing related policies that enable a safe, supportive and accessible culture and environment including:

- ✓ Maternity, Paternity and Neonatal leave
- ✓ Shared parental leave
- ✓ Working with Cancer
- ✓ Supporting Menopause
- ✓ Adoption and Fostering
- ✓ Sexual Harassment
- ✓ Working in partnership

We are committed to and work well in partnership with our trade union representatives to ensure equality in pay and benefits; responding to any concerns raised in relation to pay.

Through staff survey and a range of other informal and formal engagement mechanisms we provide staff voice and feedback, enabling understanding and resolution to any issues raised or identified.



Cauldon Campus

Stoke Road, Shelton, Stoke-on-Trent ST4 2DG

Burslem Campus

Moorland Road, Burslem, Stoke-on-Trent ST6 1JJ

T 01782 208208 E info@stokecoll.ac.uk

www.stokecollege.ac.uk