

# Gender Pay Gap Report – 2020

## Introduction

The Cornwall College Group is one of the largest education establishments in the South West, operating across campuses in Devon and Cornwall, with extensive outreach facilities and partnerships. Our industry partners span every sector of our local economy and we work actively with them to ensure that we offer education and training to support the skills needs of businesses across the South West.

As an employer, we strive to attract, retain and develop our people so that they can deliver exceptional education and training for every learner to improve their career prospects.

We are committed to the principle of equal opportunities and equal treatment for all employees, and we have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other protected characteristic under the Equality Act 2010).

This report provides a summary of the gender pay gap that existed in 2020 for the Cornwall College Group, together with information about how we are monitoring and working to reduce the gender pay gap at our College.

## What is the Gender Pay Gap?

The gender pay gap shows the difference in the average earnings between all men and women in an organisation. The gender pay gap is not the same as equal pay. Unequal pay is when women are paid less than men for doing the same work and the College has robust policies in place to ensure that where men and women do the same work they are paid the same pay.

We are committed to reducing our gender pay gap and publishing our data each year will help us identify where we can take action to close it, and set a benchmark for the future.

Cornwall College's workforce is made up of 63.4% women and 36.6% men.

## Headline Figures

Mean gender pay gap in hourly pay	13.6%
Median gender pay gap in hourly pay	12.8%

The median gender pay gap is calculated by ranking all women by pay and ranking all men by pay and then comparing what the woman in the middle of the female pay range received with what the man in the middle of the male pay range received. Our data shows that the median pay for women is 12.8% less than the man in the financial year 2019-2020. This is better than the national average of 15.5% for the UK for all employees in 2020 (Office for National Statistics).

## Our Pay Quartiles

A pay quartile represents a quarter of the workforce ranked by pay. The pay quartiles are then broken down by gender.

## Percentage of males and females in each quartile

	Males	Females
Lower	20.5%	79.5%
Lower-middle	38.9%	61.1%
Upper-middle	37.8%	62.2%
Upper	49.2%	50.8%

Within each quartile we have very low differences in pay i.e. where people are doing similar roles they are paid at similar levels. Where the quartiles do differ is in the composition by gender. The roles in the lower quartile are occupied mainly by females (79.5%). Men and women in these roles are paid the same for the same role, the issue is the number of women by percentage in these roles.

## What are we doing to close the gap?

- We have robust policies to ensure equal pay for the same work.
- We are committed to ensuring that equality diversity, fairness and inclusion are embedded in all that we do.
- Our recruitment process is robust and objective, ensuring no bias with regard to gender. We use skill-based assessment tasks and structured interviews with pre-specified grading criteria to reduce the impact of unconscious bias.
- All departments engage in strategic workforce planning to identify critical roles and plan for succession. We provide training to all employees to ensure that they are able to progress onto other roles within and outside the College.
- We have introduced a teaching competency framework to enable those in teaching roles to increase their pay over 2 years once key competencies have been achieved. This will help increase pay for all in teaching roles.
- We will continue to implement the national living wage for all our employees, not just those over 25.
- We are able to offer flexible working for many roles at all levels across the organisation, and this enables those with caring responsibilities to remain in work. We will seek to allow flexible working wherever possible to enable people to balance working life with family commitments.
- Our equality, diversity and inclusion working group work with Human Resources and the senior team, to monitor all data regarding equality and use the data to implement best practice.