

Gender Pay Gap Report 2023

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 local businesses.

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, regardless of their sex or any other protected characteristic under the Equality Act 2010.

Requirements

The 2017 Gender Pay Reporting Legislation requires that employers with over 250 employees publish statutory information annually showing the pay gap between male and female employees.

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

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 parity of pay for the same work. The gender pay gap is the gap in pay between men and women when all work is considered.

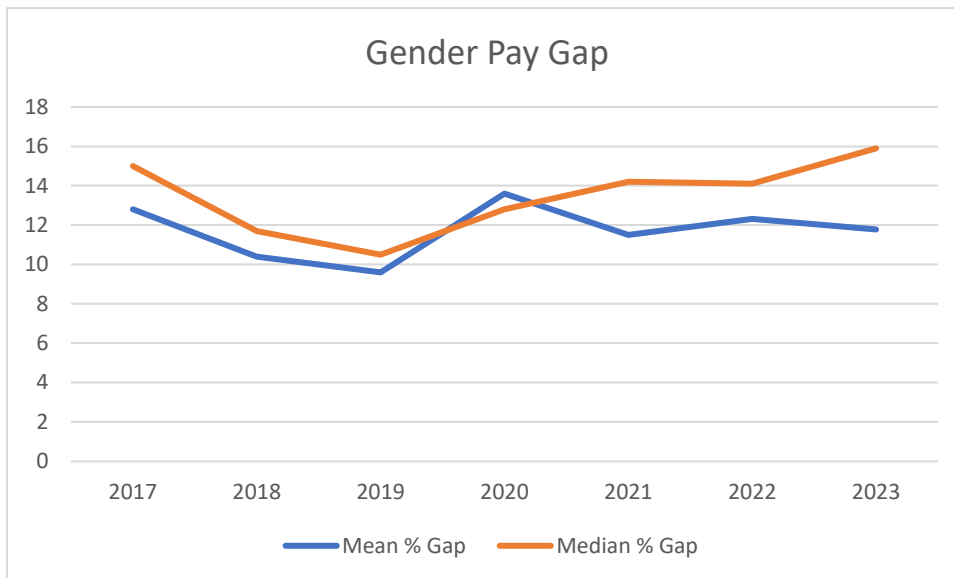
We are committed to reducing our gender pay gap and publishing our data each year will help us identify where we can take action to close it, and set a benchmark for the future.

Cornwall College's workforce is made up of 65.5% women and 34.5% men.

Headline Figures

	2022	2023
Mean gender pay gap in hourly pay	12.32 %	11.78 %
Median gender pay gap in hourly pay	14.1 %	15.9 %

How our gender pay gap has changed over time



Our pay quartiles

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

	Males	Females
Lower	28 %	72 %
Lower-middle	22 %	78 %
Upper-middle	33 %	67 %
Upper	56 %	44 %

Why do we have a pay gap?

The Cornwall College Group has a clear policy of paying its employees equally for the same or equivalent work, regardless of their sex or any other protected characteristics. The College is confident that its gender pay gap is not the result of paying men and women differently for the same or equivalent work. The pay gap is the result of the roles in which men and women work within the organisation, and the salaries for these roles.

We employ significantly more women than men and this is reflected across three of the four quartiles. There are considerably more women than men working in the lower quartiles and these roles include Cleaners, Learning Support Practitioners and Administrators and make up a significant proportion of our workforce.

Why has our mean gender pay gap decreased and our median gender pay gap increased?

The mean gender pay gap has decreased slightly which may be due to the slight increase in the number of females in the upper-middle quartile. There is still a far greater number of females employed in the lower and lower-middle quartiles compared to males. Many of the posts that attract market premiums for key industries and specialist areas are held by males, and the College has had to apply additional market premiums in this period to retain key staff. This reflects the position across the UK economy as a whole, where men are more likely to be working in technical or engineering industries than women.

What are we doing to reduce the gender pay 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 within and outside the College.
- We will continue to implement the national living wage for all our employees, not just those over 21. This will lift the pay disproportionately for those in the lower quartile which is composed of 70% females and so will help reduce the gender pay gap.
- 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 seek to allow flexible working wherever possible to enable people to balance working life with family commitments.
- Our hybrid working policy enables employees in some roles to work more flexibly in terms of work location which can help those with caring responsibilities. At present in the UK the majority of primary carers are female.

What could we do in future? Our Action Plan.

The Cornwall College Group is committed to doing everything it can to reduce the gender pay gap. We promote diversity in all areas of our workforce and actively seek to identify and remove barriers to gender equality.

- Continue to raise young people's awareness of career opportunities that can be perceived as traditionally male such as STEM subjects
- Deeply interrogate our data to ensure we continue to pay individuals with any protected characteristic the same for equal work or work of the same value.
- Continue to expand our L&D offer to include more developmental programmes to enhance career progression for females and other under-represented groups
- Develop data monitoring systems to enable analysis of:
 - Proportions of males and females applying for roles and being appointed
 - Proportions of males and females applying for and obtaining promotions
 - Proportions of males and females leaving the organisation and their reasons for leaving