

GENDER PAY REPORTING

31 March 2017 **all staff**

Male	Female	
Mean Pay per hour	Mean Pay per hour	Difference
£13.42	£12.06	10.13%*

Male	Female	
Median Pay per hour	Median Pay per hour	Difference
£13.09	£10.16	22.38% *

Bonus payments N/A

Pay Quartiles							
Q1		Q2		Q3		Q4	
Male	Female	Male	Female	Male	Female	Male	Female
125	219	97	247	142	202	169	177
36.3%	63.7%	28.2%	71.8%	41.3%	58.7%	48.8%	51.2%

Gender Pay-Gap Narrative

From the data, there is a difference between the male and female hourly rates of pay of 10.13% (mean) and 22.38% (median).

Whilst at first sight this appears to indicate a significant disparity between genders, if one splits the published data down to the 3 groups of staff that comprise Grimsby Institute Group staff (Teachers, Managers, Clerical/Admin/Ancillary staff) then a more balanced and nuanced pay picture emerges.

In respect of teaching staff, the difference between the genders is 1.09% (mean) and 4.6% (median) reflecting a common pay spine and progression via performance and length of service.

In respect of Managers the difference is 7.19% (mean) and 7.18% (median) but this must be qualified by the relatively small numbers of staff concerned. The arrival/departure of a very few staff can have marked effect upon the relative gender pay rates published.

In respect of Support staff the disparity is 9.8% (mean) and 10.12% median. In common with the entire FE Sector the Grimsby Institute Group has more females employed than males (61.3% female compared to 38.7% male). This figure is higher for Support staff with 66% female and 34% male) and they are also the largest staff group in the institute with 64.7% of all staff employed.

Many of the roles that lie within quartiles 1 and 2 have salaries that are lower paid (in common with the rest of the UK) and include cleaning, security, canteen/refectory, child and student care. The reason for the numbers of women in these roles will vary according to individual circumstances but will undoubtedly include the fact that many of these roles are part time and/or term time only with working hours that suit women who have childcare responsibilities.

Within quartiles 3 and 4, although the percentage of women in each quartile is higher than that for men the difference is much less marked; in other words, a higher percentage of all male salaries are in quartiles 3 and 4 than females.

Whilst satisfied that the published differences are not due to underpayment of women with similar roles to men, the Grimsby Institute Group will undertake the following action/s over the next 12 months:

- It will examine the most common lower paid roles within quartiles 1 and 2 to ensure that they are properly remunerated together with an examination of the existing salary structure.
- A review will be undertaken to determine if any actions can be taken to encourage more females to apply for middle and senior management roles