

Chesterfield College Gender Pay Gap Report – Snapshot date of 31 March 2024

1. Introduction

The Chesterfield College Group is a leading provider of further education, higher education, apprenticeships and professional training, with a national reputation for the quality of our provision and the high standards of customer service and support we offer.

The College is committed to the principles of Equality, Diversity and Inclusion (EDI) and to offering high employment and career progression opportunities for all. The College recognises that there are many factors that may influence the difference in pay rates across our workforce. The College seeks to work towards a flexible workforce and a culture where all staff members have access to well-designed job roles, career progression, and opportunities for learning and development. The College will continue to recognise and accommodate where operationally viable, flexible working patterns that suit the individual circumstances of employees and to provide a comprehensive package of employee benefits and support for all staff.

2. Gender Pay Gap Data Source

The data for this exercise comprises the snapshot date of 31 March 2024. The data includes basic pay, allowances (including Market Rate Supplement - MRS) payments and shift pay premiums. The data does not include overtime pay, redundancy or termination payments, or non-cash benefits such as those paid through salary sacrifice.

The regulations create two categories of people that need to be taken into account in gender pay reporting - relevant employees and relevant full-pay employees:

- A relevant employee is each individual job-holder employed by the College at the snapshot date (31 March 2024). This equates to a total of 474 (521 in March 2023) employees of which 186 (39.9%) are male and 287 are female (60.1%).

3. Gender Pay Gap Results – publication for the period ending 31 March 2024.

Pay	Male	Female	Difference
Mean	£17.33	£15.68	10.6% (8.5%)
Median	£17.13	£14.35	19.4% (17.7%)

The year ending 31 March 2024 saw an increase in the college's gender pay gap for first time since reporting began, with an increase in the media average of 19.4% from 17.7%, while our mean average pay gap increased slightly from 8.5% to 10.6%.

3.1 Gender Pay Gap by Quartiles ending 31 March 2024.

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Pay	Male	Female	Male	Female
Upper - (76-100%)	67	51	57%	43%
Upper Middle (51-75%)	49	69	41%	59%
Lower Middle (26-50%)	29	89	24%	76%
Lower (0-25%)	41	77	35%	65%
Totals	186	287		

3.2 Bonus payment Information 1 April 2022 to 31 March 2024.

Bonus Payments	Male	Female	Gender Gap
Mean Average	£110.00	£210.00	-37.7%
Median Average	£120.00	£120.00	0%

A total of 4 male staff (2.1% of total male staff) received a bonus in the year 1 April 2023 to 31 March 2024. This compares to 4 female staff (1.4%) of female staff.

The mean average bonus payment for male staff was £110.00, compared to female staff with a mean average bonus payment of £210, resulting in a mean bonus payment gap of -90.9%.

However, the median average bonus payment for male staff was £120.00, compared to female staff who also received a median average bonus payment of £120.00, resulting in a median bonus pay gap of 0%.

The college continued to extend its incentive payment scheme to include a wider and diverse group of staff with the potential to create a more balanced gender bonus pay gap ratio.

4. Analysis of Data

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4.1 Delivery Staff

Pay	Male	Female	Difference
Mean	£18.56	£17.15	7.6%
Median	£19.28	£17.64	9.3%

As at 31 March 2024 there were a total of 201 delivery staff, including Lecturers, Work Based Tutors and managers with a teaching commitment. 96 (48%) delivery staff were male and 105 (52%) female.

4.2 Management (no teaching commitment)

Pay	Male	Female	Difference
Mean	£27.14	£26.78	1.3%
Median	£27.47	£23.70	3.8%

As at 31 March 2024 there were a total of 45 managers with no teaching commitment. 20 (45%) managers were male and 25 (55%) female.

4.3 All Other Staff

Pay	Male	Female	Difference
Mean	£13.10	£12.98	0.9%
Median	£11.73	£12.3	-2.6%

As at 31 March 2024 there were a total of 228 of 'all other staff'. 73 (32%) were male and 155 (68%) female.

Although the pay gap between these staff groups is relatively 'modest', it is the high proportion of female staff occupying the lower middle and lower pay quartiles which contributes the college's overall median gap of 19.4%.

4.4 Gender Pay Gap United Kingdom

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According to the Office for National Statistics (ONS), The gender pay gap has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full-time employees, and in April 2024, it stood at 7.0%, down from 7.5% in 2023.

There remains a large difference in the gender pay gap between employees aged 40 years and over and those aged under 40 years.

Compared with lower-paid employees, the gender pay gap among higher earners is much larger, however this difference has decreased in recent years.

The gender pay gap has decreased across all major occupational groups between 2023 and 2024.

The gender pay gap in skilled trades occupations remains the largest of the major occupational groups, however, it has also decreased by the largest amount over the past years.

The position at Chesterfield is largely based upon a predominance of females in the lower-middle and lower quartiles, in roles such as Learner Support Assistants, Curriculum Admin, Invigilators, Reception, etc. many of which are now paid at National Living Wage.

Market forces continue to have an impact within the region and the sector, such as specialist and/or difficult to recruit roles STEM subjects (Science, Technological, Engineering & maths) which may attract enhanced salary rates (including Market Rate Supplements) and which are predominately male dominated roles at local, regional and national level.

5. Summary & Future Action

The median average gender pay gap increased slightly 17.7% to 19.4%, while the mean average age gap has increased slightly from 8.5% to 10.6%.



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The college's upper pay quartile has seen a large increase in male employees, with 57% male staff occupying the highest earning quartile, compared to just 48.3% in March 2022.

However, for the upper middle quartile is dominated by female staff 59%, though reduced slightly from 63% in 2023.

However, a considerable gap remains within the lower middle pay quartile of 24% male to 76% female. However, this pay quartile contains large numbers of roles such as Learner Support Assistants, Learning, Engagement, Achievement and Progress Mentor and Administrators, many of which are part time and/or term time and which are traditionally undertaken by female staff.

To support a continued reduction in the college's gender pay gap, we will continue to:

- Continue to support career progression of female employees by ensuring female participation in leadership development programmes, including our Aspiring Leaders course, now in its second year.
- Explore increased opportunities for part-time working at a senior level.
- Continue to promote the college's new Hybrid Working and Flexible Working Policies to encourage increased flexibility, including working from home.
- Take 'positive action' to encourage female applicants for STEM roles.
- Promote career development for females in male dominated subjects, such as Engineering and Digital Industries, including case studies of current female managers employed within these areas.
- College managers will undertake unconscious bias training as part of increased EDI awareness.
- The college are introducing more inclusive job application information designed to attract a more diverse range of candidates.
- Complete regular Equal Pay Audits to provide analysis and insight into gender pay issues and track our progress.
- Extend the college's Flexible Benefits scheme to support recruitment and retention of Lecturers in areas of work with higher levels of female employees, in areas such as AAT, Hair & Beauty etc.
- Job Adverts and supporting recruitment information will highlight flexible working and other key benefits such as outstanding pensions and holidays, and not just salary.

All college People Policies & Procedures, including Recruitment & Selection, Induction & Probationary, Workforce Development, Requests for Flexible Working and Health & Wellbeing Policies will continue to be reviewed in line with an Equality, Diversity Impact Assessment (by gender and other protected characteristics). Reporting to date shows that all processes are equitable, including gender equality.

The People & Culture produces separate Annual and EDI reports which support continual monitoring of internal data to benchmark its position against sector, regional and national averages. It will also identify recruitment and internal promotion trends (by gender and other protected characteristics) to review and develop equality of opportunity.

Craig Acaster



Assistant Principal People & Culture

November 2024



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