



Gender Pay Gap Report for 31st March 2024

Introduction

This year we are in our seventh year of reporting on our Gender Pay Gap (GPG). The mean Gender Pay Gap for 31st March 2022 was 4.13%, for 31st March 2023 was 3.85% and for 31st March 2024 was 4.25%. The median Gender Pay Gap was 11% for 31st March 2022, 13.51% for 31st March 2023 and 13.54% for 31st March 2024. The Gender Pay Gap continues to be low compared to the mean national average of 14.3% in 2023.

Context and Scope of the Report

The number of females employed by the College has decreased by 22 to 312 and the number of males employed has also increased by 9 to 189. This profile continues to be typical of many Further Education colleges. The total number of staff employed has increased by 31 to 501 in 2024.

The data for this report is taken from the March payroll which includes a snapshot of the data as of 31st March 2024. The data includes all employees who are employed on a permanent or temporary basis at this date and includes basic pay and allowances. The College does not operate performance related pay or a bonus payment scheme.

The Gender Pay Gap shows the differences in the average pay between male and female staff members across the College, regardless of their particular role, grade or seniority. It is important to remember that it is not a comparison of how much is paid to men and women employed by us who carry out the same role, similar roles or work of equal value.

There are a number of possible factors that might contribute to a Gender Pay Gap. To combat any such factors influencing our GPG we have examined our workforce profile and considered what actions we have already taken and what more we could do in future to prevent imbalances occurring. Details of which are explained below.

Our overall GPG Profile – comparing the last three years (2022 – 2024)

The overall gender split:

31st March 2024



62% 38%

31st March 2023



62% 38%

31st March 2022



62% 38%

Mean Gender Pay Gap for 2024



4.25% difference between male and female hourly pay

The average hourly rate for a female was £18.04 and a male was £18.84

Mean Gender Pay Gap for 2023



3.85% difference between male and female hourly pay

The average hourly rate for a female was £17.73 and a male was £18.44

Mean Gender Pay Gap for 2022



4.13% difference between male and female hourly pay

The average hourly rate for a female was £17.16 and a male was £17.90

Median Gender Pay Gap for 2024



13.54% difference between male and female hourly pay

The median hourly rate for a female was £16.67 and a male was £19.28

Median Gender Pay Gap for 2023



13.5% difference between male and female hourly pay

The median hourly rate for a female was £16.83 and a male was £19.46

Median Gender Pay Gap for 2022



11% difference between male and female hourly pay

The median hourly rate for a female was £16.10 and a male was £18.09

The images below show the gender distribution of all Harlow College staff across four equal quartiles.

For 2024:



70% 30%
Lower Quartile



66% 34%
Lower Middle Quartile



65% 35%
Upper Middle Quartile



48% 52%
Upper Quartile

For 2023:



74% 26%
Lower Quartile



60% 40%
Lower Middle Quartile

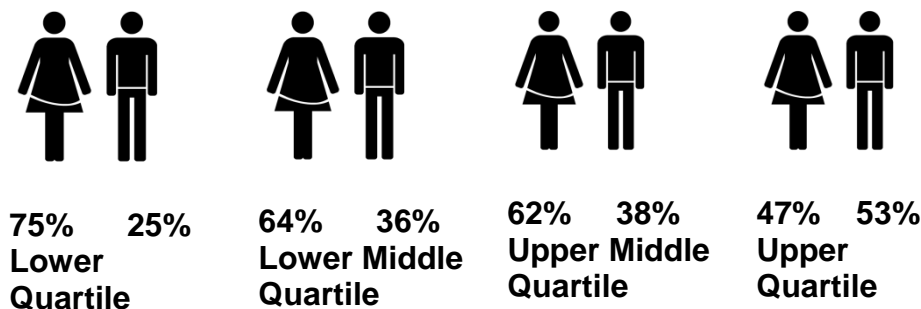


67% 33%
Upper Middle Quartile



46% 54%
Upper Quartile

For 2022:



Reasons for the changes over the last 3 years:

The changes over the 3 years are relatively small and the profile continues to be relatively stable. There has been a small increase to our overall Mean Gender Pay Gap this year and small increase to overall Median Gender Pay Gap.

There is a gradual decrease of the proportion of female staff in the Lower Quartile of 4% and a 2% increase in the number of female employees in the Upper Quartile. This is partly due to the College recruiting more males into jobs in the Lower Quartile.

What is the College doing to address its Gender Pay Gap?

As the above analysis illustrates, the College constantly reviews the changes that occur to the GPG profile. In particular it is thought that the initiatives listed below continue to contribute to our low Gender Pay Gap.

1. Health, Wellbeing and Family Friendly Policies

For a number of years, the College has operated a range of “Family Friendly” policies including enhanced Paternity and Maternity Schemes. The Maternity Scheme encourages the member of staff to return to work at the end of their maternity leave on a different and more flexible work pattern. This policy appears to be assisting the College in retaining experienced and skilled staff. In 21/22 all staff returned to work with two members of staff reducing their hours, in 22/23 all, except one member of staff, returned following maternity leave and 23/24 all staff returned to work with two members of staff reducing their hours.

For the last 10 years we have run a Health and Wellbeing Programme that encourages healthy, balanced and active lifestyles which has been received very positively by all staff.

During 2024 the health and wellbeing of our staff has continued to be important. Various support groups have now been formed to assist staff to share experiences and offer support to each other in fields such as neurodiversity, menopause, hearing loss and ethnic minority groups. The College has also embarked on measuring equality and diversity within the College by working with The National Centre for Diversity to implement Investors in Diversity Standards. This initiative has only recently commenced and further information and its impact will be available in later reports.

2. Hybrid Working

The College continues to have a general culture of enabling staff to work more flexibly at all levels. There is a range of flexible work policies that enable staff to balance their work with their home life, including looking after children or elderly parents, on a temporary or permanent basis. There are currently 224 staff whose working pattern is different to the default pattern.

This equates to 45% of the workforce (as of 31st March 2024), which is an increase of 2% compared to the previous year.

3. Implementing equal work and equal pay

The College continues to be committed to the principles of equal opportunities and operates objective pay spines to establish salaries of particular roles. Salaries of staff are monitored to address unfairness and inconsistency.

4. Improving and re-affirming our commitment to Equality and Diversity

The Equality and Diversity Steering Group comprising of a range of staff, students and Governors continues to meet, with the aim of the group to affirm the College's commitment to equality and diversity throughout our work and improve the promotion of equality and diversity.