



COLEG CAMBRIA PAY GAP REPORT 2024

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Background

In the UK, all organisations that employ 250 or more colleagues are required to report annually their Gender Pay Gap. This is a legal requirement that was introduced in 2017 by the UK government to tackle gender inequality in the workplace.

Organisations are required to report from a 'snapshot' of data on a set date which creates a level playing field for all reporting organisations. The reporting period runs from April 1st to March 31st of the previous year the report is completed in.

It is important to note that pay gap calculations do not account for factors such as varying job roles, responsibilities, performance, or seniority levels. Therefore, a gender pay gap does not necessarily imply that an organisation is discriminating against a particular gender. Instead, it highlights the need for organisations to review their recruitment, promotion, and pay processes along with family friendly policies to ensure equity, fairness and transparency.

It is also important to note that the gender pay gap is not the same thing as equal pay, which is a separate legal requirement that stipulates that men and women should be paid the same amount for doing the same or equal value work.

The gender pay gap is calculated by taking all colleagues within an organisation and comparing the average pay between men and women. There are several reasons why gender pay gaps can occur. One factor is occupational segregation. Woman and men tend to work in different industries and roles, with woman more likely to be in lower paying roles such as healthcare and administrative work, while men dominate higher paying industries like technology and engineering. Additionally, women are often more likely to take on caring responsibilities within their families, which can impact their ability to work full-time and progress in their careers.



Background

Overall, the college needs to take steps to address gender pay gaps and ensure all colleagues are paid fairly for the work that they do. By doing so, we create a more equal and inclusive workplace that benefits everyone.

To report our gender pay gap, there is a requirement to report six different measures;

Median pay gap - the difference between the median pay for one group of colleagues compared with another group. For example in gender pay reporting, the difference between median pay for female colleagues and the median pay for male colleagues (for ethnicity reporting, ethnic minority and white colleagues, disability reporting, disabled and abled body colleagues). The median is equal to the middle value within pay rates, once arranged in an ascending order. This median is used to prevent the data being skewed by a small number of colleagues earning the highest salaries.

Mean pay gap - the difference between mean pay for two groups of colleagues. The mean is calculated by summing all the individual pay rates and dividing by the number of individuals.

Median bonus gap - The difference between the median bonus pay paid to male colleagues and that paid to female colleagues.

Mean bonus gap - The difference between the mean bonus pay paid to male colleagues and that paid to female colleagues.

Bonus proportions - The proportion of male and female colleagues who were paid bonus pay during the relevant period.

Quartile pay bands - The proportion of male and female full-pay relevant colleagues in the lower, lower-middle, upper-middle and upper quartile pay bands.

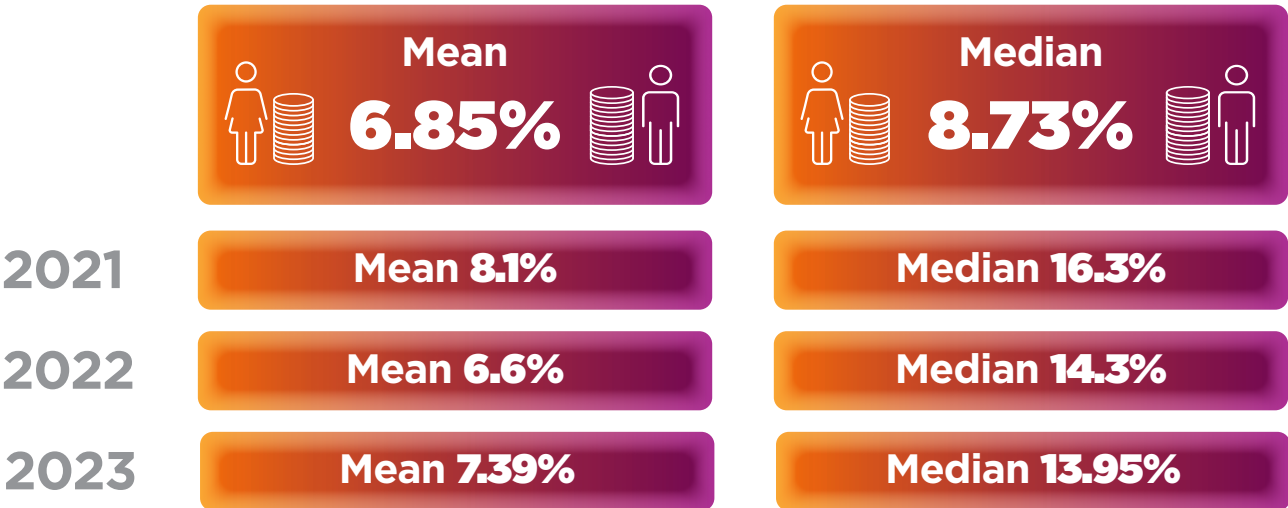
This year, we have taken a further step towards reviewing our pay data and pay gaps by conducting analysis in other areas. We have explored factors such as ethnicity, gender identity, and disability to gain additional insights into the issue of pay equity. Our objective is to ensure that every colleague is compensated fairly and equitably, regardless of their background or personal characteristics.

Our Gender Pay Gap

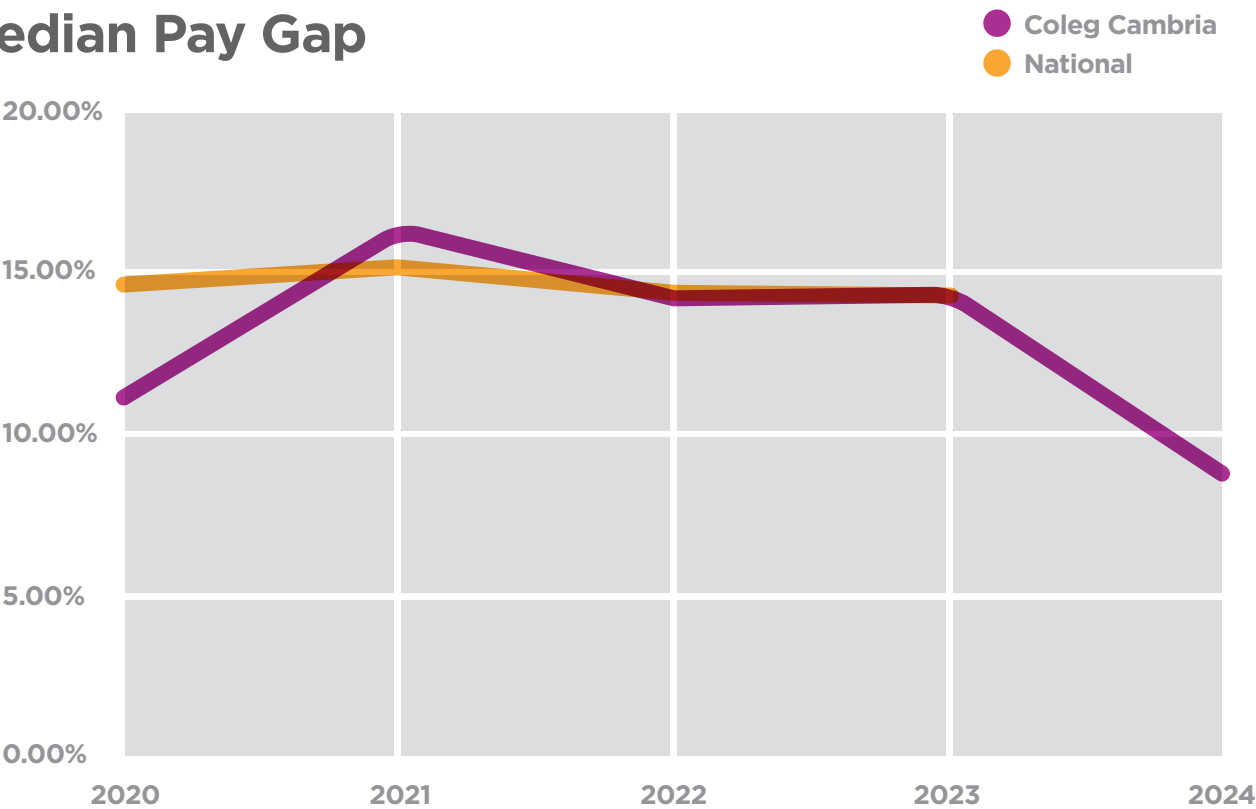
Gender Pay Gap - The data

Coleg Cambria's pay gap data was collected on the snapshot date of 31st March 2024. At this time, the college employed 1384 people, 537 (38.8%) were male and 847 (61.2%) were female. This ratio split is broadly in line with the previous year (39.7% and 60.3%).

Gender Pay Gap 2024



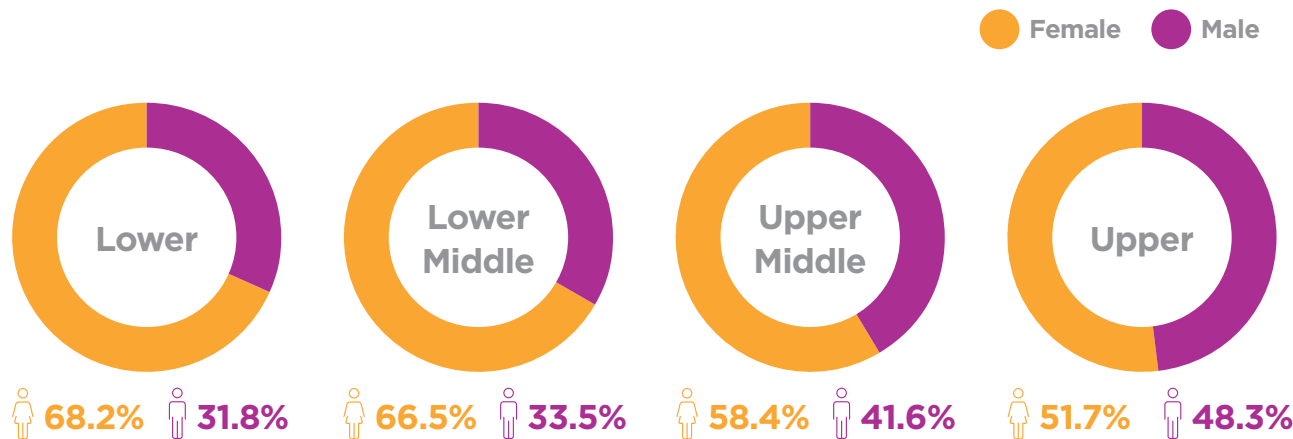
Median Pay Gap



Gender Pay Gap - The data

Quartiles

The snapshot of data was broken down into each pay quartile which represents a quarter or 25% of our total workforce. The charts below illustrate each pay quartile, and the ratio of males to females within them;



To determine the median gender pay gap, first, we arranged the colleagues based on their hourly pay. We then compared the earnings of a woman in the middle of the female pay range with a man in the middle of the male pay range. The difference between these is the median gender pay gap.

	Male	Female	Gap
Median Hourly Pay	£18.63	£17.01	8.73%

To determine the mean gender pay gap, the hourly pay rates received by women are added together and then divided by the number of women within the organisation. This is then repeated for men. The difference between these two results represents the mean gender pay gap.

	Male	Female	Gap
Mean Hourly Pay	£19.95	£18.58	6.85%

Gender Pay Gap - The data

This year the median gender pay gap shows that females receive 8.73% less pay than males. This has narrowed from 2023 by 5.2 percentage points.

The 2024 data highlighted that, on average, male colleagues earned 6.85% more per hour than female colleagues. This variance has again decreased when compared to 2023 where the gap was 7.39%.

The pay gap observed this year is influenced by several factors and therefore it is difficult to pinpoint one main factor. The primary five contributors are:

1. Pay progression along spine points which therefore eliminates potential gender-based disparities which can emerge in less structured pay systems.
2. The increase in the real living wage - the increase in real living wage may have disproportionately impacted lower-paid roles where female employees are overrepresented.
3. A shift in the ratio of male to female Instructor Demonstrators, with five more males and three fewer females in these roles compared to last year. This change has impacted the lower-middle quartile, a lower-paying segment of the overall pay distribution, where the increased number of males has brought down the average pay for males in this quartile. As a result, this has contributed to the narrowing of the overall pay gap between males and females, as it offsets the higher male representation in the upper quartiles.
4. Fluctuations in the number of males and females in each quartile - The 2023 to 2024 data shows notable changes in gender representation across pay quartiles, with males decreasing by 3 in the lower, 3 in the upper middle, and 4 in the upper quartiles but increasing by 8 in the lower middle, while females increased by 10 in the lower and upper quartiles, 9 in the upper middle, and decreased by 2 in the lower middle quartile.
5. The impact of internal promotions - This year the college has seen 59 internal promotions, 35 of which were Female members of staff and 24 of which were Male.

When comparing hourly wages from a median perspective, women receive £0.91 for every £1 that men receive.

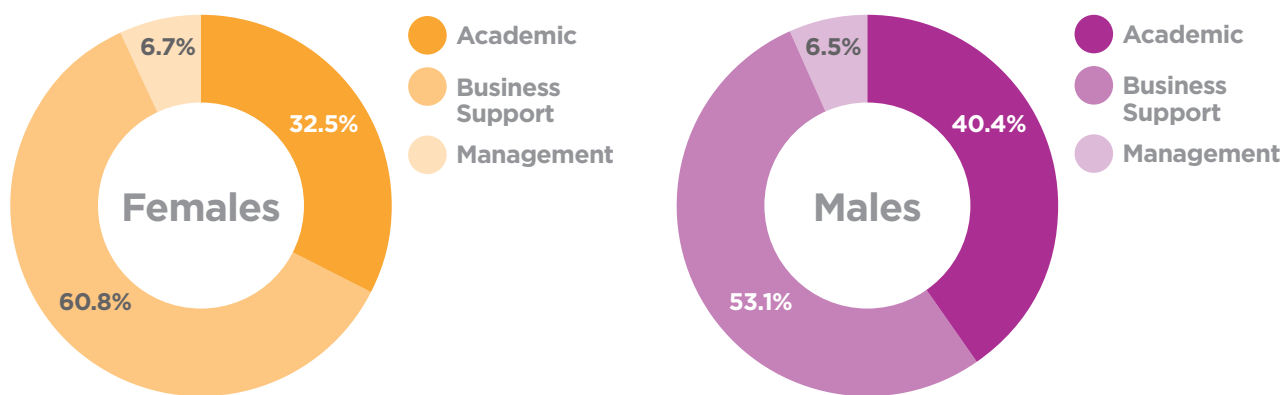


When comparing average hourly wages (mean), women receive 94p for every £1 men receive.

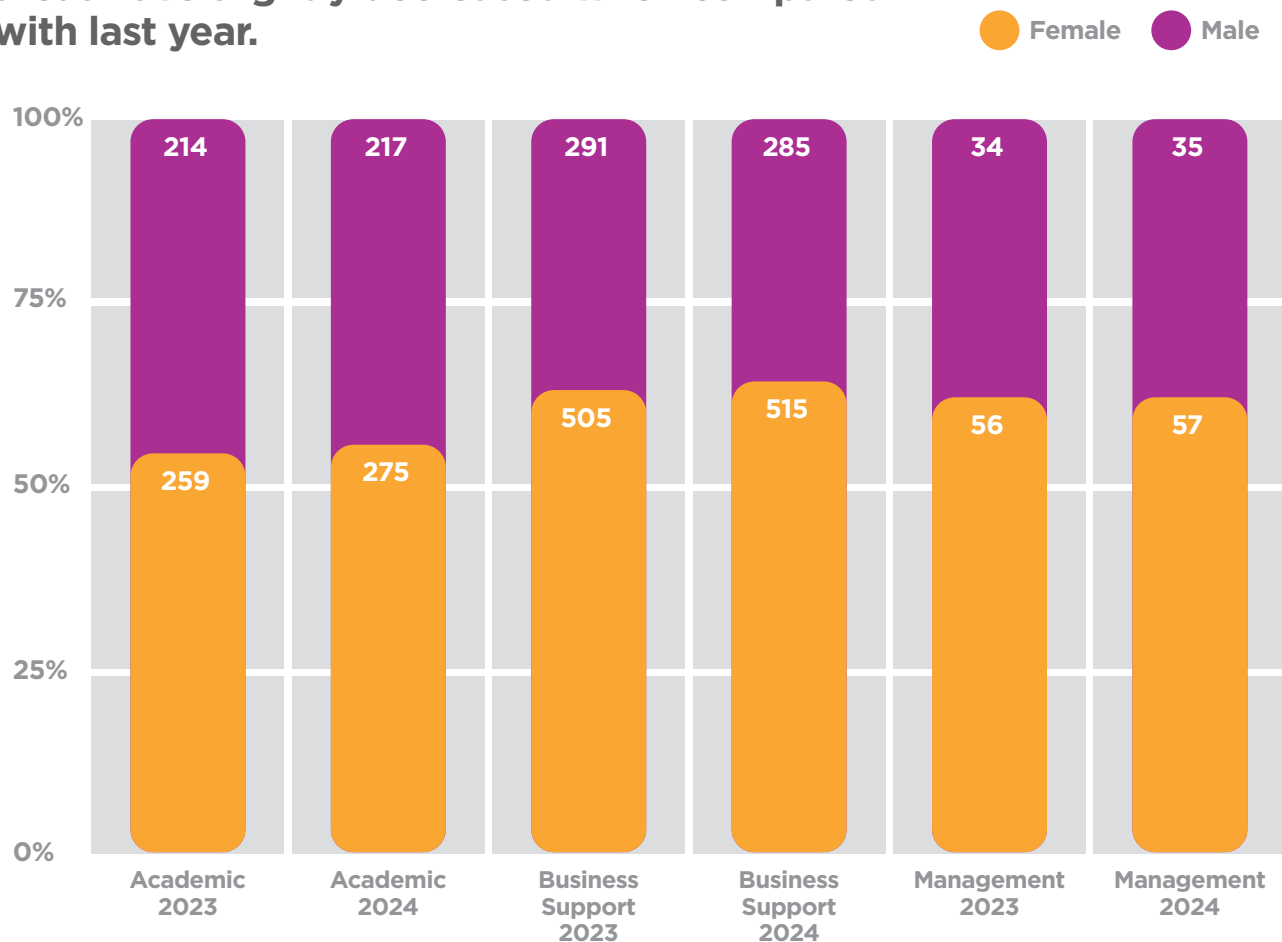


Gender Pay Gap - The data

Gender distribution by role type



The number of males within business support areas have slightly decreased when compared with last year.



Gender Pay Gap - The data

Further analysis show roles that fall within each quartile as:

Lower quartile:
Cleaners, Nursery Nurses, Learning Assistants

Lower middle quartile:
Instructor Demonstrators and Progress Coach

Upper middle quartile:
Lecturers, TTOs and WBL Practitioners

Upper quartile:
Lecturers and Management

To get a clearer picture of where our biggest disparity of gender pay gaps lie, we break this down into categories within the college as seen below;

Categories	Mean	Median
Lecturers	1.64%	3.57%
TTO	13.81%	18.45%
Curriculum Support (IDs/Progress Coaches/ Learning Assistants)	4.39%	7.51%
Animal Practitioners	0.00%	0.00%
Farm Workers	0.00%	0.00%
Business Support	0.84%	0.00%
WBL	0.06%	0.00%
Management	-4.15%	-2.73%
Senior Post Holders	-9.58%	0.00%

From a median perspective the largest gender pay gap, where we employ both male and female colleagues, can be seen amongst our TTO's and curriculum support category. Within the TTO category the gap exists due to a predominantly male workforce and two females starting in that area during the reporting period. The average length of service within the area for males is 11 years, which subsequently means most males have achieved the top of the pay banding for that role. The variance in curriculum support areas are driven by a higher proportion of female colleagues working within lower paid roles, such as Learning Assistants and Progress Coaches. In 2024 66.4% of the females within the curriculum support category were employed within these roles compared to 33.6% of male colleagues.

Animal Practitioners and Farm Workers pay disparities show that both male and female colleagues are paid the same, meaning there is no gap. Although there are slightly more males employed as Animal Practitioners and Farm Workers (6 male vs 4 female and 4 male vs 1 female), within the individual roles there is no variance from either a mean or median perspective as they are paid the same salary.

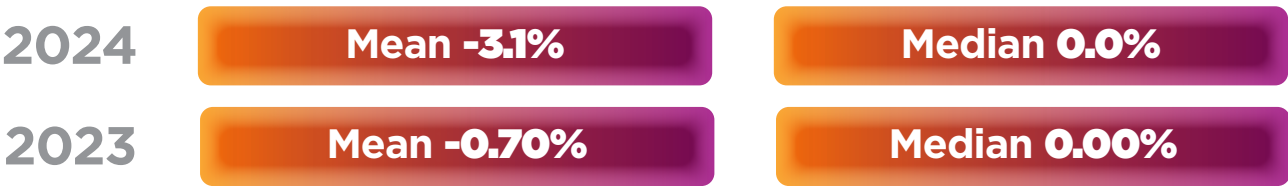
From this data, we can see the mean gender pay gap within our Management team and Senior Post Holders is higher for female colleagues than males, with a pay gap also showing amongst management from a Median perspective.

Gender Pay Gap - The data

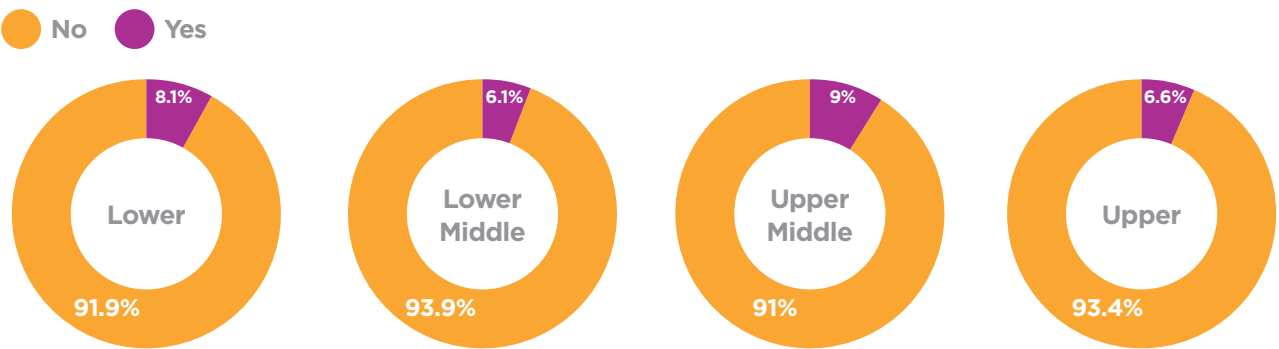
Disability

Our disability pay gaps reflect the differences in the average pay of colleagues who have stated they have a disability compared with those who have not disclosed a disability from the ‘snapshot’ data taken on 31st March 2024. From this 103 of our colleagues disclosed a disability with 1281 of our colleagues not disclosing a disability.

When reviewing pay gaps, the mean and median are worked out by comparing the minority group against the majority. For the purpose of our Disability calculations, the minority group is our disabled population. In this circumstance, our pay gap shows as a minus number which shows a gap between the two groups.



The below charts show the quartile distribution for disability.



The increase in the disability pay gap from a mean perspective, rising from -0.7% in 2023 to -3.1% in 2024, is driven by changes in the distribution of employees with disabilities across pay quartiles. While the overall number of employees disclosing a disability has increased (33 more than last year), the most significant growth has occurred in the upper middle and upper quartiles, where representation rose from 6% and 5% in 2023 to 9% and 7% in 2024, respectively.

Although this indicates improved access to higher-paying roles, the pay gap has widened because the average earnings of employees with disabilities in these quartiles remain lower than their non-disabled counterparts. As a result, even with increased representation at senior levels, disparities in pay within these quartiles have contributed to a larger overall gap. Additionally, a smaller increase in representation in the lower quartiles may have reinforced this trend.

This year the data has also shown that on average, males with a disability are paid less than men without, however females with a disability are paid more.

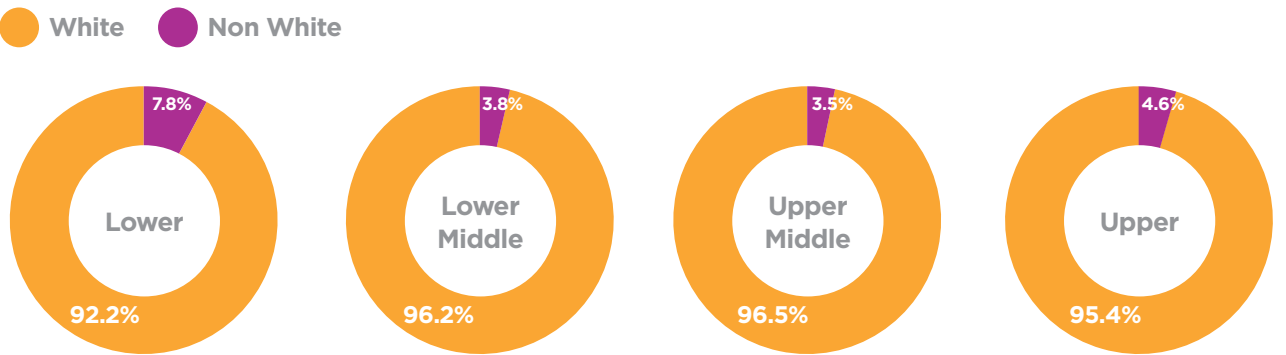
Gender Pay Gap - The data

Ethnicity

Our Ethnicity pay gaps reflect the differences in the average pay of colleagues who identify as Asian, Black or Multiracial with the average pay of those who identify as white on the ‘snapshot’ date of 31st March 2024. This shows 1321 (95.4%) of our colleagues identify as White and 63 (4.6%) as non-white.

2024	Mean -18.76%	Median -26%
2023	Mean -18.83%	Median -22.76%

The below charts show the quartile breakdown of ethnicity:



When reviewing pay gaps, the mean and median are worked out by comparing the minority group against the majority. For the purpose of our Ethnicity calculations, the minority group is our non-white population. In this circumstance, our pay gap shows as a minus number and shows a large gap between the two groups. This figure reflects a disparity that we recognise and are committed to addressing within our organisation.

The data shows those who identify as white are employed in higher paying roles than those who identify as non-white (from both a mean and median perspective). For the purpose of this analysis, we have separated those 32 colleagues who have selected ‘prefer not to say’ as we are unable to identify the ethnic origin of these 32 people. The quartile breakdown shows the majority of our colleagues who identify as non-white sit within the lower pay quartile (7%), with a fairly even split in the lower middle and upper middle quartile (4%), however this year we have seen an increase in the upper pay quartile by 2 percentage points (2%).

Factors which affect the 2024 pay data;

As a college, we strive for the workforce to represent the diverse nature of the student population and community. The college operates fair processes in pay, recruitment and career progression to ensure that all colleagues are treated fairly and rewarded equally, regardless of protected characteristic.

Pay Approach

We are proud to be a Real Living Wage employer, ensuring that all colleagues receive a salary that supports their basic needs and allows them to live with dignity. For lecturing and Instructor Demonstrator roles, we follow nationally agreed pay spines, with annual pay awards negotiated at a national level. This structured approach minimizes the potential for bias in our pay scales and promotes transparency and fairness. By adhering to these principles, we demonstrate our commitment to valuing and respecting all colleagues for their contributions.

Roles are evaluated and graded based on skills, experience, and responsibilities of the role, rather than factors such as gender, ethnicity, gender identity, or disability. This commitment to equality is underpinned by policies and procedures that promote fairness and remove barriers throughout the recruitment process.

This year, we reviewed our recruitment practices through an inclusive lens, focusing specifically on our Learning Assistant roles. As part of this process, we revised the Learning Assistant job description to identify and address any biased language. This approach yielded encouraging results, contributing positively to our efforts to reduce the gender pay gap:

A 9% increase in male applicants

A 23% increase in applicants with disabilities

A 5.5% increase in Asian applicants

We recognise the importance of closing the pay gaps and are committed to taking meaningful steps to achieve this goal. Reviewing our recruitment processes is one of many ongoing initiatives to ensure all colleagues are treated fairly and equitably. These efforts will continue to be expanded throughout the coming year.

We also acknowledge the critical role that work-life balance plays in supporting career progression for everyone, regardless of gender. However, caregiving responsibilities often fall disproportionately on women, impacting their career advancement opportunities. In response, the college regularly reviews its policies to ensure they support colleagues effectively. We have significantly increased paid leave for both maternity and paternity purposes and offer an agile working policy, providing flexibility to accommodate diverse needs.

Closing the Gap

We are committed to reflecting the diversity of the society and community we serve, striving to improve representation at all levels of our workforce, particularly in senior roles. Achieving this goal requires time, sustained effort, and a commitment to challenging and shifting cultural norms.

To enhance diversity across the organisation, we are focusing on several key strategies. A crucial step is actively recruiting and promoting individuals from underrepresented groups. This includes engaging with diverse communities, collaborating with organizations that champion diversity and inclusion, and offering targeted training and development programs to support career progression. In line with this, we plan to strengthen our connections with Supported Employment organisations as a focus area for 2025.

Creating a workplace culture that embraces diversity and inclusion is equally important. This involves fostering open communication, encouraging colleagues to share their perspectives and experiences, and providing opportunities for mentorship and networking. Our Aspiring Leaders program, launched last year, focused on engaging individuals from underrepresented backgrounds to enhance diversity within our management team. We are excited to run the program again this year and will continue to encourage applications from these groups. By nurturing an inclusive culture, we can address existing gaps and build a stronger, more representative workforce.

Finally, we recognize the importance of measuring and tracking progress. This includes gathering workforce diversity data, setting clear goals, and regularly evaluating the impact of our initiatives. By monitoring outcomes and making evidence-based adjustments, we can ensure that our efforts drive meaningful change.

Closing the pay gap is a complex issue that demands a long-term commitment. As a college, we are dedicated to ensuring all colleagues are paid fairly and equitably. Through collaboration and sustained effort, we can build a more inclusive and equitable workplace for everyone.



Key actions to close our pay gaps;

Workforce Diversity	Inclusive and equitable culture	Leadership and Accountability	Data Transparency
Attracting and recruiting a diverse workforce.	Enhance our colleague experience through our inclusive culture that retains the diverse workforce and ensures equal opportunities.	Ensuring leaders are accountable for diversity, equality and inclusivity.	Being transparent with our pay gap data to be accountable for our actions to address them.
<p>Continuing to roll out our inclusive recruitment practices.</p> <hr/> <p>Strengthening links with Supported Employment organisations.</p> <hr/> <p>Running our Aspiring leader's programme to ensure we are developing the right people to build a more diverse management population, allocating minimum places for under represented groups.</p> <hr/>	<p>Promotion of our internally diverse groups via our Equality and Diversity programme to give them opportunities to influence business outcomes.</p> <hr/> <p>Utilising the newly formed Lived Experience panel to regularly consult on decisions across the business.</p> <hr/> <p>Action planning following our staff survey to better understand the needs of the workforce culture</p> <hr/>	<p>Continuously reviewing our raise and resolve practices to ensure they best fit business needs.</p> <hr/> <p>Embedding equality and inclusive practices through our Management Development programme</p> <hr/> <p>Being fully aware of our unconscious bias throughout recruitment processes.</p> <hr/>	<p>We publish our Gender pay gap annually and moving forward will continue to publish our ethnicity and disability pay gaps internally to inform us further.</p> <hr/> <p>National Business support salary scales.</p> <hr/>



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