

## **Gender pay gap 2020-**

### **Accounting for the gender pay gap.**

Cirencester College reviews all of its policies and practices to ensure that discrimination does not occur against any group of workers and we are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. The gender pay gap results from the different roles in which men and women predominantly work within the organisation and the salaries that these roles attract.

Across the UK as a whole, men are more likely than women to be in senior roles, especially very senior roles at the top of organisations, while women are more likely than men to be in front line roles at the lower end of the organisation. Our College workforce reflects this. Many women take time out of the labour market and choose to work part time because of care responsibilities which then affects career progression. Cirencester College has had a very stable staff team for a long period which has contributed to male lecturers who have progressed through the College holding most of the senior positions. In the lower quartile the imbalance is amplified by the large number of exam invigilators who we employ and our decision not to contract out support services and to keep the refectory and theatre bar in-house.

### **Closing the gender pay gap at Cirencester College – Current actions**

Cirencester College is committed to reducing both the overall gap and that in the upper quartile.

There is rigorous oversight by our HR function to ensure that there is no gender bias in any recruitment and selection or career promotion process.

Particular care is taken with advertising to ensure that language does not favour one gender. Where there are mixed groups of suitable applicants we always ensure a mixed gender group are called for interview. For mixed groups of job applicants, we aim to have a mixed gender panel where possible.

Staff with caring responsibilities are well served at the College with options including part time and term time contracts and salary sacrifice child care vouchers. Discretionary maternity benefits are higher than in much of the private sector and the rate of return after maternity leave is very high. Contract flexibility is available where it can be accommodated with the needs of the College and its students.

Starting in 2019 we began a rolling review of support salary scales and job roles in order to provide developmental opportunities

Starting with provision for middle managers and supervisors we have begun to develop of a talent management programme to identify and 'grow' a more gender-balanced cohort of future leaders and middle managers.

Cirencester College works hard with its own students and local school partners to promoting equal opportunity and dispelling gender stereotypes, particularly around career options.

**The college's action plan to close the gender pay gap includes**

- To continue a rolling review of support salary scales and job roles in order to provide developmental opportunities. This involves reviews of roles to create opportunities for supervisory staff to develop.
- To continue development of talent management programme to identify and 'grow' a more gender-balanced cohort of future leaders and middle managers
- developing short term project roles to give aspirational staff of either gender opportunities to develop prior to application for higher roles.

The impact of this action plan will become more apparent in future reports.