

CCG Gender Pay Gap Report 2023

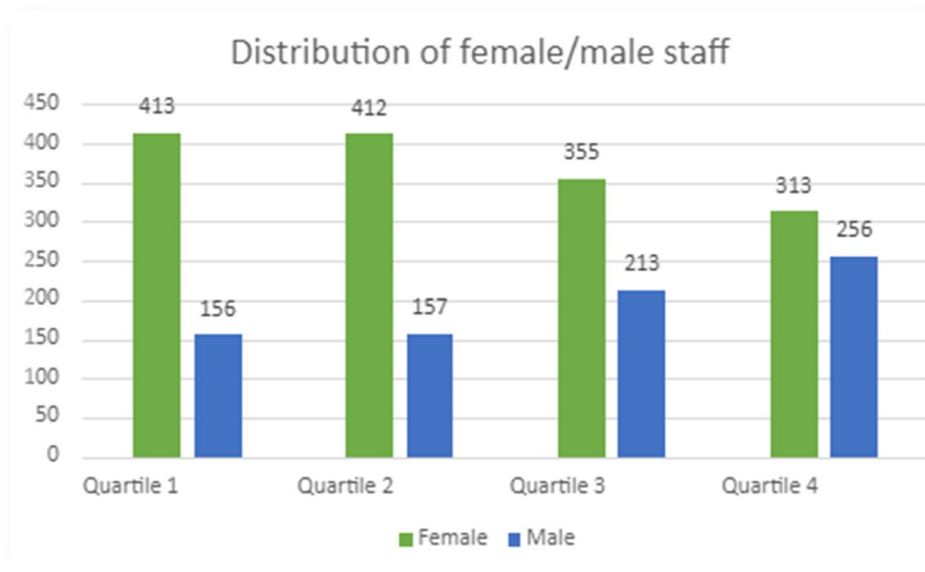
This report sets out the CCG Gender Pay Gap as calculated with a ‘capture date’ of 31 March 2023.

The requirement to report the Gender Pay Gap was introduced with effect from April 2017. The Group has complied with this requirement since that date. The CCG group merged with GBMET on 1 August 2022 and therefore this is the first report which includes staff from all 7 colleges.

Pay Quartiles

The first requirement of the legislation is to calculate the hourly pay rate for all staff. This removes bias between part and full time staff.

The pay rates are then subdivided into four Quartiles by hourly pay rate, with Quartile 1 being the lowest paid and Quartile 4 being the highest paid, as follows:



The corresponding rates / grades are:

	Hourly rate	CCG grades	GBMET grades
Quartile 1	£5.28 - 11.24	A - G	Met B and D
Quartile 2	£11.25 - 14.61	G - J	Met E, F G
Quartile 3	£14.65 - 18.76	J - L	Met H, J K
Quartile 4	£18.77 - 87.26	L to top of scale	Met K to top of scale

While there are more women than men in all four Quartiles (63% of staff at CCG are female), it is the reduction in the proportion of women relative to men in the upper pay quartiles which inevitably leads to a negative differential in the pay of female and male staff.

Mean Pay

The mean gender pay gap is the difference between the average (mean) gross hourly pay of male and female members of staff taken as a single group.

The Group mean pay percentage difference is 9.24% based on a female average hourly rate of £15.38 and a male average hourly rate of £16.94.

Median Pay

The median gender pay gap is the difference between the mid-point (median) gross hourly pay of male and female members of staff taken as a single group.

The Group median pay percentage difference is 16.3% based on a female mid-point hourly rate of £13.72, and a male mid-point hourly rate of £16.39.

Three-year trend in Gender Pay Gap

The below chart sets out how the Gender pay gaps have changed over the past few years:

Year	Mean	Median	Who	
2020	12.9%	22.4%	Chichester, Brinsbury, Crawley and Worthing	
2021	9.8%	16.5%	Chichester, Brinsbury, Crawley, Haywards Heath and Worthing	
2022	11.4%	19.2%	Chichester, Brinsbury, Crawley, Haywards Heath and Worthing	
2022	3.89%	2.84%	GBMET	
2023	9.24%	16.3%	CCG consisting of 7 colleges	

Analysis

In 2022, the CCG mean and median results (5 colleges) increased significantly. This was largely due to the shift from a female to a male Chief Executive, as well as other senior females leaving the organisation.

The GBMET data for 2022 was very different, largely due to a more equitable and proportional split of males and females across the organisation. As the data for 2023 now shows, this has had a positive influence on the overall CCG results in the now merged group, which has seen the pay gap narrow again.

According to the Office for National Statistics (ONS), the national average for the **mean** gender pay gap in 2023 was 7.7%, with a downward trend over the past three years. This trend has been most pronounced in the private professional sector and there is positive data across the UK as a whole. The South East remains the region with the most pronounced gender pay differentials, with more public sector employers having larger pay gaps than private sector organisations.

Within Education, however, the national **median** figure is 22.2%, making education the sector with the third highest pay gap (after Construction and Finance). The TES described these results as female teachers working for 81 days a year for free. Whist CCG is in a better position than the UK national position for Education, it remains a challenging area.

Comparator data

College or Group	Mean gap	Median gap
CCG	9.24%	16.3%
East Sussex	10.1%	14.8%
HSDC	12.46%	23.02%
East Kent (2022 figure)	11.67%	19.67%
Fareham	8%	10%
BHASVIC	3.8%	12.13%
NCG	10.3%	14.3%

Bonus Payments

A total of five staff (3 male, 2 female) received performance-related payments, which have been classified as bonus payments, in the year ending March 2023. Using the same methodology as above, the mean bonus pay gap was 13% and the median gap is 8.4%, however the data sets are really too small to draw any meaningful conclusions.

The Group has agreed to no longer pay Performance Related Payments to staff and so this will not be reported in future Gender pay gap reports.

The link between the Gender Pay Gap and Equal Pay

A key driver for the gender pay gap experienced across the Group is the distribution of the workforce. As has been noted from the chart in Section 1 above, a disproportionate number of women are in Quartiles 1 and 2. The posts in the first two Quartiles include Nursery staff (FSCG are included in the data), Learning Assistants and Administrative Assistants, roles which are predominantly performed by women. The majority of term time only roles (also statistically more likely to be carried out by females) are also found in quartiles one and two.

Equal pay is about the rate paid to men and women for work of equal value. The Group takes steps to ensure that our commitment to equal pay is thorough and robust:

- The Group has a well established 'job evaluation' system to ensure that roles are fairly evaluated and that pay is equal across males and females carrying out like work.
- The HR department carries out 'blind' salary assessments for new staff to ensure that there is no gender bias, and
- the group regularly carries out an Equal Pay audit to ensure there is no gender inequality in pay. The next equal pay audit is due to take place in the summer of 2024 once the new HR system is installed.

Action plans and future direction

- The Group is developing workforce plans and recruitment and retention strategies. As part of this, further consideration needs to be given to increasing flexible working options in the upper Quartiles, in order to encourage staff who already work flexibly to apply for senior roles, and to ensure there are no barriers to progression.
- Recent careers fairs have been successful at attracting a wider range of candidates into roles. This should be continued to ensure that men and women access all roles at all grades.
- The Group's Leadership and Management Strategy is being launched in early February and promotion of such should encourage staff to consider management development opportunities and being in a better position to apply for promotions in the future.

Vicki Edgington
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