



## Gender Pay Gap Report: 2021/2022

This report is compiled based on a snapshot of the College's workforce as at 31<sup>st</sup> March 2022 and reports the following data requirements:

- The Mean Hourly Pay Gap %
- The Median Hourly Pay Gap %
- The Mean Bonus Pay Gap %
- The Median Bonus Pay Gap %
- The Proportion % of women and men who receive bonus pay
- The Proportion % of women and men over 4 equal quartiles

### Wirral Met's Gender Pay Gap

Difference in mean hourly rate of pay	7.63%	
Difference in median hourly rate of pay	3.32%	
Difference in mean bonus pay	n.a	
Difference in median bonus pay	n.a	
	<b>Males</b>	<b>Females</b>
Percentage of employers who receive bonus pay	0.0%	0.0%
Employees by pay quartile	<b>Male</b>	<b>Female</b>
Upper quartile	49.20%	50.80%
Upper middle quartile	24.40%	75.60%
Lower middle quartile	28.20%	71.80%
Lower quartile	27.60%	72.40%

The Mean Gender Pay Gap: On average male staff at Wirral Met earn 7.63% more than women before considering the role that each staff member undertakes. This reflects:

- 1) That many women find a number of the College's administrative roles particularly advantageous when combined with family commitments (10 males to 35 females in these positions);
- 2) The College has a large independent living offering which requires considerable caring roles. These are predominately staffed by females (10 males to 35 females in these positions);

The Median Gender Pay Gap: median rate for men is 3.32% higher than women. This is reflective of the roles undertaken within the College as noted above.

Across the UK economy as a whole, men are more likely to be in senior positions than women, however when looking at the quartiles for staff at Wirral Met it is apparent that the upper quartile is occupied by approximately half females and half males. Females occupy significantly larger proportion of the other three quartiles. The significantly higher proportion of women in the lower quartile will impact upon the College's Gender Pay Gap. There has been an increase in the number of women falling into the middle upper quartile. Furthermore there has been a reduction in the number of women in contrast to an increase in the number of men, within the lower middle and lower quartiles, which has led to a reduction in the median pay gap.

Wirral Met has a wide variety of roles employing differing terms and conditions. A high proportion of the roles (62%) in the 2 lower quartiles have family friendly terms and conditions such as part time hours. There has been a shift in the last 12 months from 8.8% to 32% offering part time hours in the upper 2 quartiles. Notably, 93% of the term time only roles are within the 2 lower quartiles. As such these roles may appeal to staff members who have parental responsibilities.

### **Summary**

Wirral Met operates a fair and transparent system of remuneration. Any changes to the Gender Pay Gap are not as a result of change to any College Policies or Processes such as recruitment or pay and grading, but as a result of the change to the workforce profile.

The College is committed to further analyse its Gender Pay Gap in line with recommendations from the Government Equalities Office and actions plans are written in to the organisations people strategy.