

## Introduction

As part of the College Pay Policy we are committed to undertake an Equal Pay Review covering the themes of gender, ethnicity, disability, age and patterns of working and contractual status. This reflects the College's clear commitment to equal opportunities and effective reward management.

The Joint Negotiating Committee for Higher Education Staff (JNCHES) first issued guidance on equal pay reviews in March 2002. This was reviewed in 2007 and in 2013 to reflect the introduction of the Equality Act 2010 and changes in advisory bodies. Most recently the guidance was updated in 2018 to reflect gender pay gap reporting requirements.

The data we have produced uses a snapshot date of 31 March 2023.

## Equal Pay Review

The Equality Act 2010 prohibits discrimination in respect of 'protected characteristics', i.e. age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. It is acknowledged that it would be best practice for an equal pay review to cover all protected characteristics however there are practical constraints in relation to the availability of data.

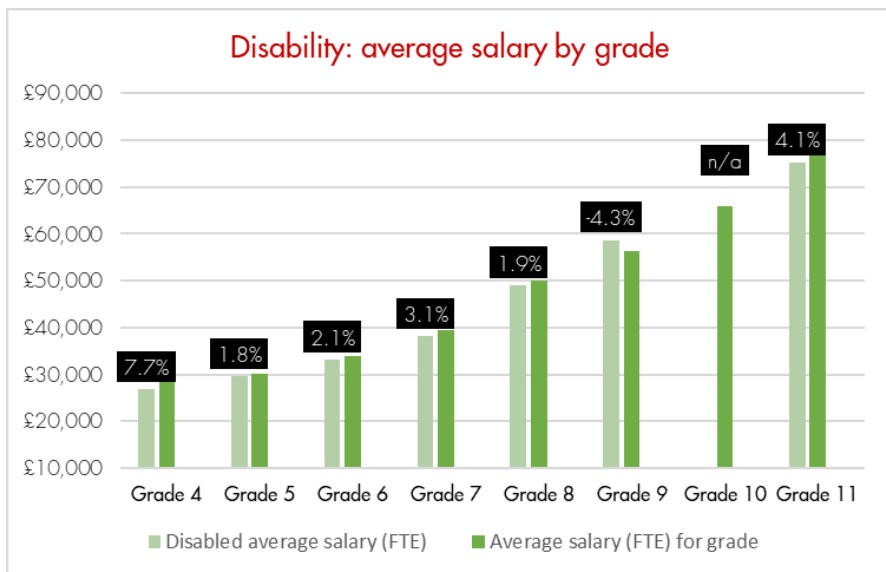
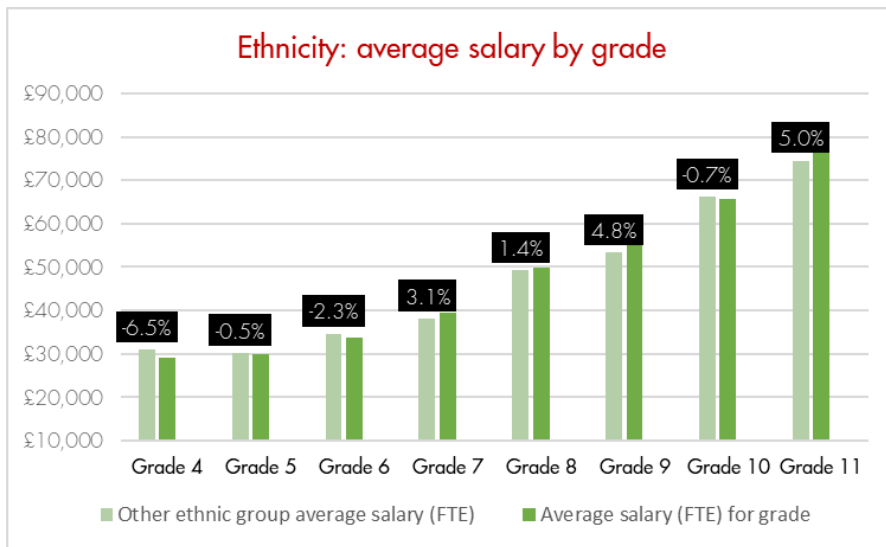
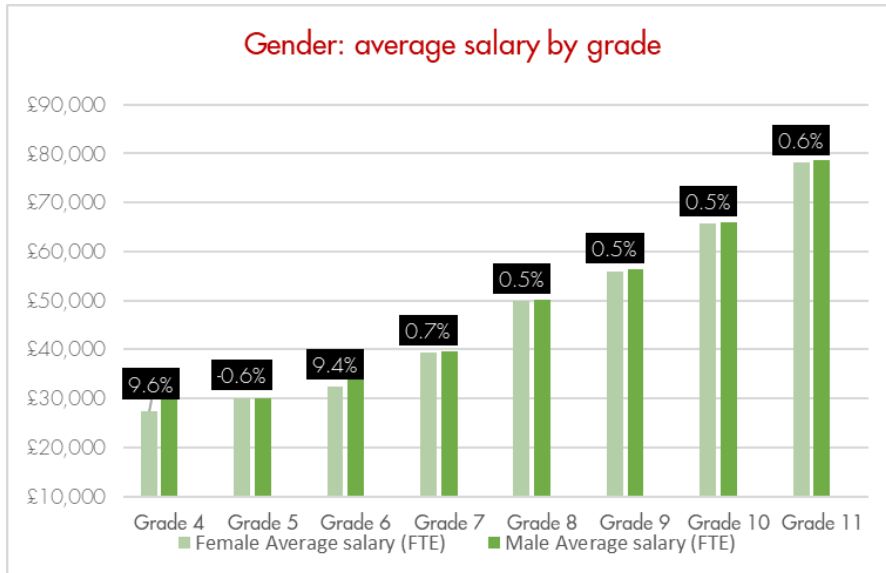
There is no legal definition of what constitutes a significant gap. As a reference guide the Equality & Human Rights Commission advocates that where a pay differential related to sex is less than 3% no action is necessary. Where the difference is greater than 3% but less than 5%, the position should be regularly monitored and for pay gaps of more than 5% the reason for the difference should be investigated and action is needed to address the issue and close the gap. We have therefore carried out further investigations in all categories where there is a pay gap of more than 5%.

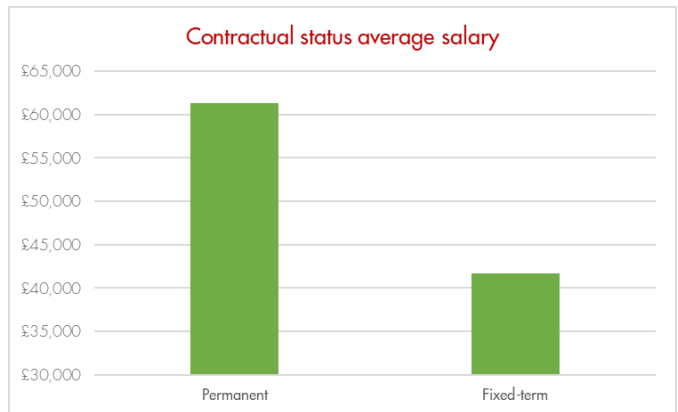
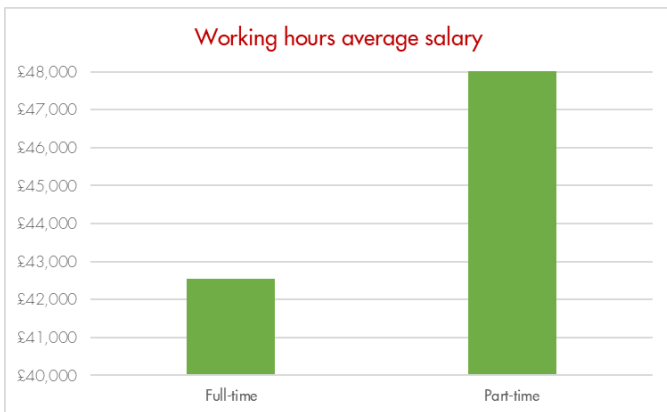
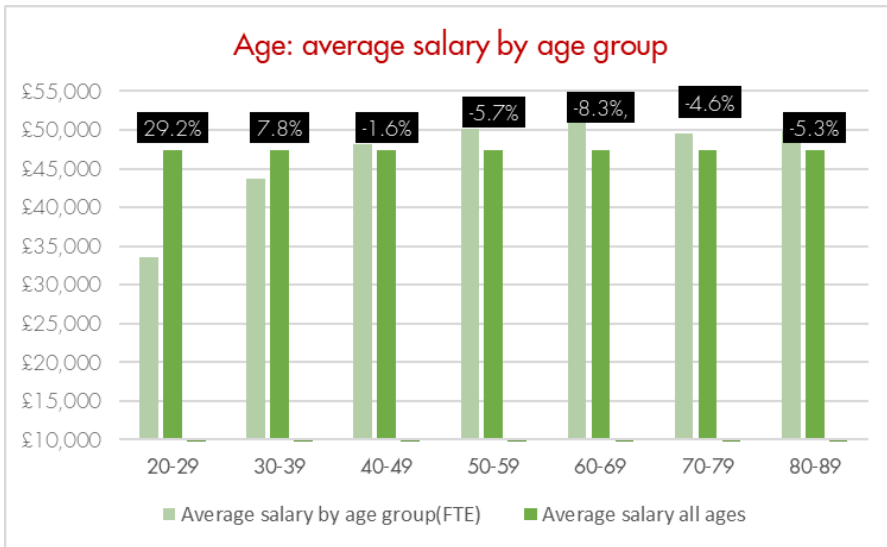
Equal pay reporting is concerned with identifying and eliminating unjustified inequalities between the pay of specific groups of people performing like work, equivalent work or work of equal value. We have produced an equal pay report using the snapshot date of 31 March 2023, we will be using this information in conjunction with the gender pay gap report to seek to identify any areas for further action.

In order to establish a basis for measuring any inequalities in pay at the College it is necessary to compare the pay of staff carrying out work that is regarded as equal. The scope of this review is those staff employed in roles that have been assessed by the HERA job evaluation resulting in the appointment to a grade.

Although we have identified some areas of potential concern where the gap is more than 5% we don't believe there is significant cause for concern but rather an opportunity to explore potential improvements.

## The data





## Conclusion

Differences identified are within the typical range of expectations for an organisation that has successfully implemented a fair pay and grading structure free of gender, ethnicity, disability, age or patterns of work bias.

A number of pay differentials were identified at the more detailed level, for work rated as equivalent, and the reasons behind the differentials were established on an individual basis. In most cases these are the result of justifiable causes where comparator salaries are affected by service-related progression or of a known factor combined with small sample size.

Care should be taken when interpreting data with small sample sizes.

## Looking to the future

We will continue to improve our overall equalities monitoring data of ethnicity and other protected characteristics to reflect our broad commitment to the equality, diversity and inclusion agenda and to identify issues of intersectionality that may exist in our pay structure.

Jennifer Allison

Head of HR

June 2023