



Gender Pay Gap Report 2023

QUEEN ALEXANDRA COLLEGE is a national specialist College providing residential and non-residential education, training and Independent Living Skills for people with vision impairment, complex learning difficulties and other disabilities. Additionally, QAC Community Services provides support and a range of services for young people with disabilities in the community. Based in Birmingham, we aim to reflect the diversity of our students and community.

Introduction

This report outlines QAC's gender pay gap data for 2023, which is the seventh year of reporting, in line with statutory requirements. The College is required to report and publish six calculations of relevant employee data annually each April, via the Government portal and the College website.

The report includes the data set for 2023, compared to previous years, with explanation of any significant variations.

QAC is committed to a fair approach to pay and reward for all staff, irrespective of gender and reflective of our College Values. We will use the gender pay gap data and reporting process to identify any pay gap issues and actions we can take.

What is the Gender Pay Gap?

The Gender Pay Gap shows the difference in the average hourly pay between all males and females in an organisation. The Gender Pay Gap does not measure equal pay, but enables organisations to identify where a gender pay gap exists, look into potential reasons and identify actions that can be taken to address this.

The gender pay gap data and likely causes will vary considerably between sectors and individual organisations due to differences in size, structure, job roles and demographic workforce profile.

Reporting Requirements

The Gender Pay Gap is defined as the difference between the average hourly earnings of all men and women in the College, expressed relative to men's earnings.

The data is calculated for all relevant employees and full-pay employees employed by the College on the snapshot date.

The gender pay gap data set comprises;

- The percentage difference in mean pay between genders
- The percentage difference in median pay between genders
- The proportion of men and women receiving a bonus and the percentage difference in mean and median bonus pay between genders
- The proportion of men and women in each quartile of the pay range.

QAC Profile

The gender profile at the snapshot date for 2023 was:

70.4% of the College workforce are women and **29.6%** men.



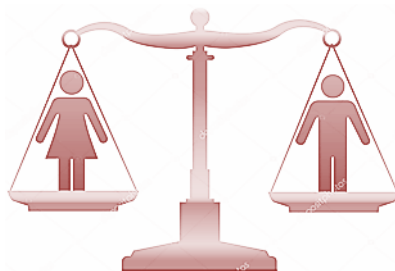
This is virtually unchanged from the previous year and reflects the national profile for the education sector. On a national basis, education is in the top 3 sectors for women's employment in the UK with 70% of jobs held by women, with the highest being the health and social care sector with 77% of jobs held by women¹.

From recruitment monitoring during 2023, this figure is also consistent with the gender profile of applicants for job roles QAC - for which 64.7% were female and 34.8% male (0.5% non binary).

QAC Gender Pay Gap Data

**MEAN PAY
GAP**

2.78%



**MEDIAN PAY
GAP**

2.43%

The figures for 2022 confirm a **mean gender pay gap of 2.78%** and a **median gender pay gap of 2.43%**, meaning that the mean average hourly pay of men is 2.43% more than women. This has increased from 1.69% in 2022, but the median gender pay gap has remained within 3% of a zero/balanced position over the last 5 years. In line with the workforce profile at QAC, the gender pay gap tends to be smaller for occupation groups/organisations where a larger proportion of employees are women.²

¹ House of Commons Library, Briefing Paper Number: Women in the Economy, 3 March 2023.

² House of Commons Library, Research Briefing: The Gender Pay Gap, 10 November 2023.

The **mean pay gap** is calculated by adding all relevant employees' rates of pay together and dividing by the total number of employees. The mean includes all of the lowest and highest rates of pay, and therefore reflects the impact e.g. where there is a higher proportion of women working in lower paid roles, and a higher proportion of men in higher paid roles.

The **median pay gap** is calculated by finding the midpoint in all employees' hourly pay and shows the difference between the midpoints in the ranges of men's and women's pay. Often, a median pay gap will be lower than its corresponding mean pay gap.

The median is the point at which half of employees earn more and half earn less. It is preferred to the mean (simple average) as a better measure of pay of the 'typical' employee. For this reason the median is most commonly used as the measure for reporting and benchmarking as this avoids the figures being skewed towards smaller numbers of higher earners in organisations³, with both figures being used to show the overall position.

However, overall it is a broad measure of the differences as it does not take account of occupational roles or the amount people work.

QAC's gender pay gap compares favourably with the national figure reported for April 2023 by the Office for National Statistics (ONS), which reports a median gender pay gap for full time employees of 7.7% (14.3% across all employees)⁴. The national gender pay gap among all employees has declined by over a quarter over the last decade and decreased for all major occupational groups between 2022 and 2023. It remains highest among the highest earners, skilled trades and age groups over 40.⁵

The table below shows QAC's data over the last 5 years of reporting. The median gender pay gap has remained within c.3% of zero (balanced position) over the last 5 years.

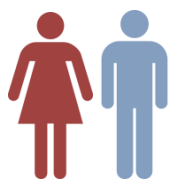
	2023	2022	2021	2020	2019
Mean Gender Pay Gap	2.78%	1.69%	- 4.67%	- 0.99%	0.97%
Median Gender Pay Gap	2.43%	1.62%	- 1.09%	- 1.01%	0.95%

QAC Bonus Pay

QAC has no bonus pay schemes in operation and therefore no data to report.

Pay by Quartiles

Proportion of men and women in each pay quartile:



³ The Gender Pay Gap: 2018 Briefing – Institute of Economic Affairs.

⁴ Gender Pay Gap in the UK: 2023 – Office for National Statistics, 1 November 2023

⁵ As above.

Lower Quartile	
79.8%	20.2%
Lower Middle Quartile	
66.0%	34.0%
Upper Middle Quartile	
58.5%	41.5%
Upper Quartile	
70.2%	29.8%

Women occupy 70.2% of the highest paid jobs and 79.8% of the lowest paid jobs at QAC.

The percentage change this year, compared to last year, across each of the quartiles is shown below;

Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
+4.0%	-4.0%	-1.4%	+1.4%	-4%	+4%	+2.5%	-2.5%

QAC continues to have a significantly higher proportion of women than men across each pay quartile, with relatively small movement over the last few years. For 2023, the greatest percentage change has been in the lower quartile and the upper quartiles. The greatest change is in the lower quartile, where the percentage of female employees has increased. Staffing change and turnover are more frequent within this quartile, with a larger proportion of the roles also being part time (for example Learning Support Assistants, Support Workers and Community Services roles). Nationally, the part-time employment rate is higher for women (37%), although the number of men in part time roles has increased.⁶ As was the case last year, economic and cost of living pressures have resulted in greater movement in the labour market, meaning greater fluctuation in staffing and gender balance across the pay quartiles.

The figures remain consistent with the gender profile for the organisation as a whole and reflective of the wider Education and Specialist Education Sector profiles, with a higher proportion of female employees in these sectors in comparison to the overall workforce demographic. QAC has a relatively consistent gender profile across the pay quartiles, without evidence of barriers for either gender at any level.

Actions

QAC uses the gender pay gap data and reporting process to identify any pay gap issues and actions we can take. Our new Strategic Plan September 2023 - August 2027 includes key targets and actions to be recognised as an excellent employer and leading by example on EDI . Recent developments and current actions are highlighted below;

- Achievement and retention of Investors in People “We Invest in People Silver Accreditation”.
- Reward and Recognition Policy developed (draft), based on staff feedback.

⁶ House of Commons Library, Briefing Paper Number: Women in the Economy, 10 November 2023.

- Anonymised applications and shortlisting, as part of QAC's online recruitment system. Improved recruitment equality monitoring also provides more accurate and timely recruitment data across roles, to help highlight under-representation, where further actions may be needed.
- Performance review and forward planning process, including individual learning and development plans, with support/funding for training and development, encouraging skills development and progression.
- Review and externally benchmark pay and associated benefits (e.g. through AoC and NATSPEC), to ensure QAC remains competitive in the specialist education and care sector/employment markets, whilst maintaining affordability and consistency.
- We continue to offer a range of flexible working options, which are available for all staff and see positive take-up across the College. Through our Flexible Working Policy 8 requests were formally approved over the last academic year. Changes to the Flexible Working Regulations effective from 6 April 2024 are intended to further encourage flexible working.

On behalf of the Board of Governors
Queen Alexandra College
February 2024