



Gender Pay Gap Report 2019

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. 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 2019, which is the third year of reporting, in line with statutory requirements.

The College is required to report and publish six calculations of relevant employee data by 31 March 2020 via the Government portal and the College website.

The report includes the data set for 2019, 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.

ACAS and the Government Equalities Office identifies gender pay gap reporting as "a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised"¹.

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 of **31 March 2019**.

¹ "Managing Gender Pay Reporting – ACAS/Government Equalities Office, December 2017.

The gender pay gap data comprises;

- The percentage difference in mean pay between genders
- The percentage 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

69% of the College workforce are women and **31%** men.

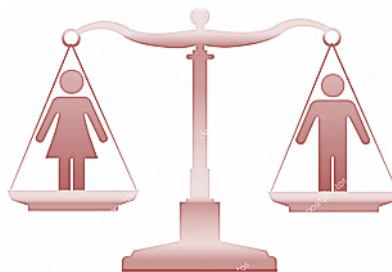


This has remained consistent over the last 3 years, with approximately two thirds of our workforce who are female. On a national basis, the education sector employs a significantly higher proportion of women; with 60% women among full time employees in the sector and 83% women among part time employees.² This is particularly the case for specialist education; for example, 79% women among special needs education teaching professionals, compared to 49% women for further education teaching professionals³.

QAC Gender Pay Gap Data

**MEAN PAY
GAP**

0.97%



**MEDIAN PAY
GAP**

0.95%

The figures for 2019 confirm a **mean gender pay gap of 0.97%** and a **median gender pay gap of 0.95%**.

This is relatively unchanged from 2018, with a decrease of 0.02% towards zero in both the mean and the median.

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.

² ONS, Annual Survey of Hours and Earnings, 2019. The Gender Pay Gap Briefing Paper, Number 7068, 2 January 2020 – Brigid Francis-Devine & Doug Pyper.

³ Gender Pay Gap in the UK: 2019 – Office for National Statistics, 29 October 2019.

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 most commonly used as the measure for reporting and benchmarking as this avoids the figures being skewed towards smaller numbers of higher earners in organisations⁴, with both figures being used to show the overall position.

QAC's gender pay gap compares favourably with the national figure reported for April 2019 by the Office for National Statistics (ONS), which reports a median gender pay gap for full time employees of 8.9%⁵. The national gender pay gap among all employees fell from 17.8% in 2018 to 17.3% in 2019, and continues to decline.⁶

The table below shows how QAC's data has changed over the 3 years of reporting, with the gap between the genders narrowing.

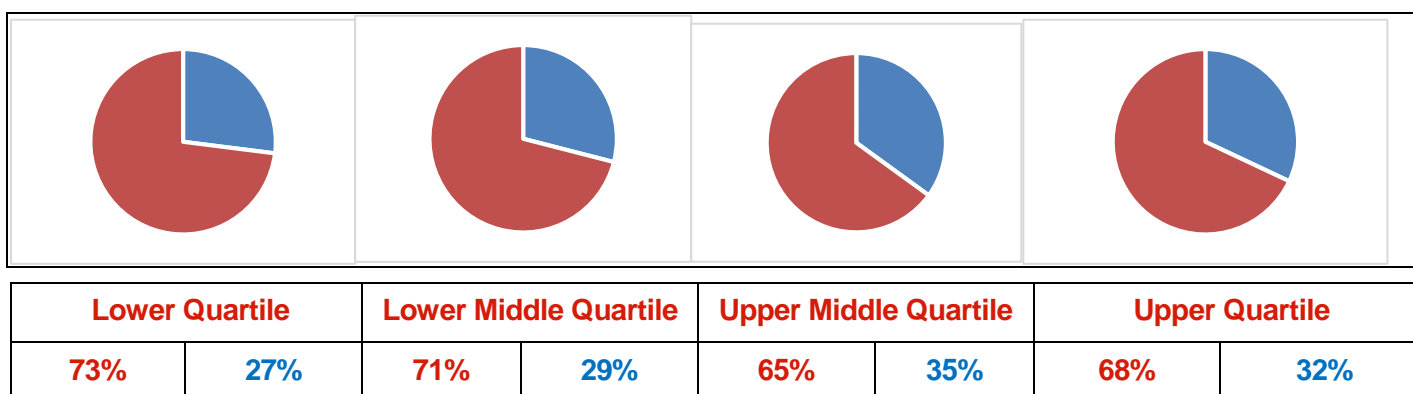
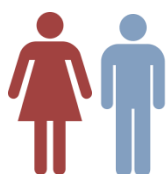
	2019	2018	2017
Mean Gender Pay Gap	0.97%	0.99%	- 3.18%
Median Gender Pay Gap	0.95%	0.97%	- 5.85%

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



The percentage change this year from last year and the pay quartiles for 2018 are shown below;

⁴ The Gender Pay Gap: 2018 Briefing – Institute of Economic Affairs.

⁵ Gender Pay Gap in the UK: 2019 – Office for National Statistics, 29 October 2019.

⁶ Ibid.

Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
0	0	+ 4	- 4	- 3	+ 3	- 1	+1
(73%)	(27%)	(67 %)	(33%)	(68 %)	(32%)	(69 %)	(31 %)

QAC continues to have a significantly higher proportion of women than men across each pay quartile, with only small changes between 2018 and 2019; mostly in the lower and upper middle quartiles. For the Lower and Lower Middle Quartiles, these include the roles of LSA and Support Worker in Residential where term time only and part time working patterns do not currently attract sufficient numbers of male applicants. This is in line with figures across the sector, with women making up 90% of Teaching Assistants, 89% Educational Support Assistants and 82% Care Workers.⁷

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 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 5 Year Strategy (2019 – 2024) places Equality, Diversity and Inclusion at the forefront of our activities, linked to ensuring a highly skilled, flexible and fulfilled workforce. Current actions include;

- Review and externally benchmark pay and associated benefits for key roles across the organisation, to ensure QAC remains competitive in the specialist education and care sector/employment markets, whilst maintaining affordability and consistency. During 2018-19 we reviewed teaching staff pay and opportunities for structured progression, with changes being implemented in the current academic year. During 2019-20, a similar review for our largest staffing group is planned.
- We offer a range of flexible working options, which are available for all staff and see positive take-up across the College, with 103 staff currently working 30 hours or less per week (91 female and 12 male) and 21 flexible working arrangements agreed in the last 12 months, as well as family friendly leave/pay arrangements which exceed the statutory provisions and support retention and return to work.
- Providing funding for training, development and qualifications and encouraging internal progression and promotion opportunities within the College.
- Reviewing our recruitment activity and process, to increase applicant feedback and data analysis and encourage applications where we may be under-represented. Current recruitment reflects the gender split for the sector and pay quartiles above, with some posts receiving 10% or less male applicants. Feedback and analysis from different stages of the recruitment process may identify further actions we can consider to encourage a wider pool of applicants into entry level roles, with opportunity for further progression.

On behalf of the Board of Governors
Queen Alexandra College
January 2020

⁷ Gender Pay Gap in the UK: 2019 – Office for National Statistics, 29 October 2019.