



Gender Pay Gap Report 2020

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 2020, which is the fourth 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 2020, 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 of **31 March 2020**.

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.

Current context - impact of Covid-19

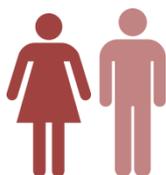
Due to the Coronavirus pandemic, the enforcement of gender pay gap reporting deadlines last year was suspended by the Government, so only 5916 employers reported data for 2019/20¹, approximately half of those who reported the previous year, amounting to a considerable drop in reporting. QAC data was submitted as normal in 2020.

However, Office for National Statistics evidence from the Annual Survey of Hours and Earnings (ASHE) and the Labour Force Survey (LFS) suggests that coronavirus (COVID-19) factors did not have a notable impact on the gender pay gap in 2020, and that overall changes reported reflect underlying employment patterns².

Nationally, any longer term impact is likely to show from next year's reporting (for 2021) onwards, in relation to extension of the Government's Coronavirus Job Retention Scheme (furloughing), reduction in working hours and redundancies, on national figures. Substantial variation exists across sectors e.g. 2% of jobs in Education furloughed, compared to 27% in Hospitality³. Employers in Healthcare, Voluntary Sector and Education were the only sectors expected to see staffing levels increase in the 3 month period up to December 2020.⁴

QAC Profile

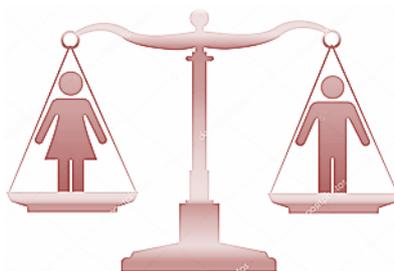
68% of the College workforce are women and **32%** men.



This has remained consistent over the last 3 years (last year's figures showed 69% women and 31% men), 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 61% women among full time employees in the further education sector⁵. The gender pay gap tends to be smaller for occupation groups where a larger proportion of employees are women⁶.

QAC Gender Pay Gap Data

**MEAN PAY
GAP**
-0.99%



**MEDIAN PAY
GAP**
-1.01%

¹ The Gender Pay Gap Briefing Paper, Number 7068, 23 November 2020 – Brigid Francis-Devine & Daniel Ferguson (House of Commons).

² Gender Pay Gap in the UK: 2020 – Office for National Statistics, 3 November 2020.

³ Coronavirus: Impact on the Labour Market Briefing Paper, Number 8898, 18 December 2020 - Brigid Francis-Devine, Andrew Powell & Niamh Foley (House of Commons).

⁴ CIPD Labour Market Outlook, Autumn 2020.

⁵ Education & Training Foundation (ETF) Further Education & Workforce Data Report, June 2020.

⁶ As 1.

The figures for 2020 confirm a **mean gender pay gap of -0.99%** and a **median gender pay gap of -1.01%**, meaning that the average hourly pay of women is around 1% more than men.

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 most commonly used as the measure for reporting and benchmarking as this avoids the figures being skewed towards smaller numbers of higher earners in organisations⁷, with both figures being used to show the overall position.

QAC's gender pay gap compares favourably with the national figure reported for April 2020 by the Office for National Statistics (ONS), which reports a median gender pay gap for full time employees of 7.4%⁸. The national gender pay gap among all employees fell from 17.4% in 2019 to 15.5% in 2020.

The table below shows how QAC's data has changed over the 4 years of reporting, with the gap between the genders maintained within c.1% of zero (balanced position) over the last 3 reporting periods.

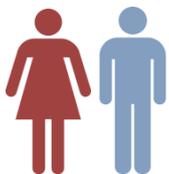
	2020	2019	2018	2017
Mean Gender Pay Gap	- 0.99%	0.97%	0.99%	- 3.18%
Median Gender Pay Gap	- 1.01%	0.95%	0.97%	- 5.85%

QAC Bonus Pay

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

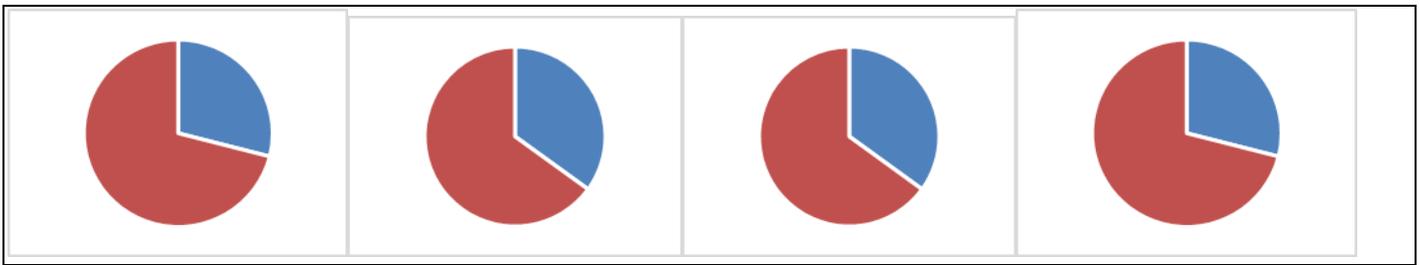
Pay by Quartiles

Proportion of men and women in each pay quartile



⁷ The Gender Pay Gap: 2018 Briefing – Institute of Economic Affairs.

⁸ Gender Pay Gap in the UK: 2020 – Office for National Statistics, 3 November 2020.



Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
2020 69.5%	30.5%	65.9%	34.1%	65.9%	34.1%	68.8%	31.2%
2019 73%	27%	71%	29%	65%	35%	68%	32%

The percentage change this year, compared to last year, is shown below;

Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
-3.5	+3.5	-5.1	+5.1	+0.9	-0.9%	+0.8%	-0.8%

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. 2020 showed a small increase in the percentage of men in both lower and lower middle quartiles, which is encouraging as these quartiles include the roles of LSA and Support Worker, where the number of male applicants for posts is consistently lower. This is in line with figures across the sector, with women making up 90% of Teaching Assistants, 90% Educational Support Assistants and 82% Care Workers.⁹

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;

- Continue with the roll-out of EDI and Unconscious Bias training for all staff. 278 staff have completed EDI training and 288 Unconscious Bias training to date (January 2021).
- 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. Complete a planned review for our largest staffing group (delayed due to Covid-19).

⁹ Gender Pay Gap in the UK: 2020 – Office for National Statistics, 3 November 2020.

- We offer a range of flexible working options, which are available for all staff and see positive take-up across the College. 21 new requests were received for the 2020/21 academic year, with 16 approved either as requested or an agreed alternative.

On behalf of the Board of Governors
Queen Alexandra College
January 2021