

Pay Gap Reporting 2023

Disability Pay Gap report – 2023

Introduction

Employers with 250 or more employees are now required to publish various figures to demonstrate how large the pay gap is between their male and female employees on an annual basis. From 2022 we extended our pay gap reporting to include ethnicity and disability as well as gender.

Dudley College of Technology is committed to the promotion of equality of opportunity for all its employees and is proud to be able to offer working hours and practices that are flexible and enable people to balance work and life in a sustainable way.

The college is committed to empowering talented people at all levels and ensuring that its employees are developed and trained in line with their high ambitions and aspirations. The college offers a comprehensive training and development programme for all staff, including two dedicated staff development days each academic year, an opportunity for staff to work on cross college projects, leadership and management programme and weekly upskilling sessions for staff.

Background

This information is based on a snapshot date of pay on 31st March 2023.

At this date the workforce comprised of 55% female and 45% male with 61% full time and 39% part time or variable hours. 8% of our workforce had a disability.

This analysis looks at disability pay differences within Dudley College of Technology, focusing on the overall pay difference between people with and without a disability amongst our workforce.

The mean disability pay gap figure is 9% which is a 1% increase on the previous year and the median disability pay gap figure is 8% which is a 4% increase on the previous year.

What do we report on?

Mean disability pay gap	The difference between the mean hourly rate of pay of non-disabled full-pay relevant employees and that of disabled full-pay relevant employees.
Median disability pay gap	The difference between the median hourly rate of non-disabled full-pay relevant employees and that of disabled full-pay relevant employees.
Mean bonus gap	The difference between the mean bonus pay paid to non-disabled relevant employees and that paid to disabled relevant employees.
Median bonus gap	The difference between the median bonus pay paid to non-disabled relevant employees and that paid to disabled relevant employees.
Bonus proportions	The proportions of non-disabled and disabled relevant employees who were paid bonus pay during the relevant period.
Quartile pay bands	The proportions of non-disabled and disabled full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

The overall disability pay gap is defined as the difference between the median (actual midpoint) or mean (average) basic annual earnings of non-disabled employees and disabled employees expressed as a percentage of the median or mean basic annual earnings.

Voluntary Disability Minority pay gap reporting

Workforce profile

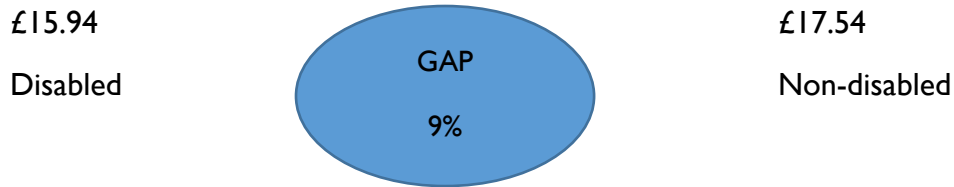
There were 791 employees working on the snapshot date of 31st March 2023. 435 were female and 356 were male. 477 employees were employed on full time contracts and 314 were employed on part time or variable hour’s contracts. 63 were disabled and 728 were non-disabled.

The disability pay gap analysis is based on headcount as opposed to full-time equivalent numbers.

Disability pay gap – 31st March 2023

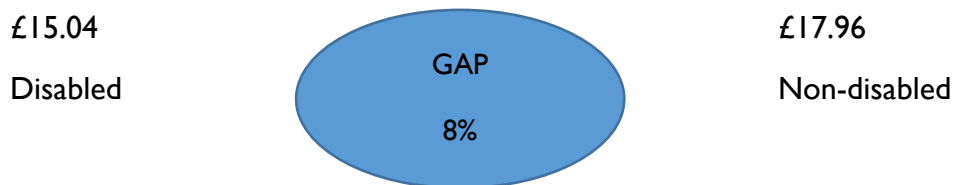
Mean

Average hourly rate of pay and the percentage difference between.



Median

Middle hourly rate of pay and the percentage difference between.



Bonus - mean, median and proportions

Dudley College of Technology has no bonus scheme in operation.

Proportion of disabled and non-disabled in each quartile pay band.

Below shows the workforce composition in each pay quartile.

Lower pay quartile

198 in lower quartile, 28 disabled (14%) and 170 non-disabled (84%).

Lower middle pay quartile

198 in lower middle quartile, 15 disabled (7%) and 178 non-disabled (93%).

Upper middle pay quartile

198 in upper middle quartile, 15 disabled (7%) and 178 non-disabled (93%).

Upper pay quartile

197 in upper middle quartile, 5 disabled (2%) and 187 non-disabled (98%).

Ethnicity Pay Gap report – 2023

Introduction

Employers with 250 or more employees are now required to publish various figures to demonstrate how large the pay gap is between their male and female employees on an annual basis. From 2022 we extended our pay gap reporting to include ethnicity and disability as well as gender.

Dudley College of Technology is committed to the promotion of equality of opportunity for all its employees and is proud to be able to offer working hours and practices that are flexible and enable people to balance work and life in a sustainable way.

The college is committed to empowering talented people at all levels and ensuring that its employees are developed and trained in line with their high ambitions and aspirations. The college offers a comprehensive training and development programme for all staff, including two dedicated staff development days each academic year, an opportunity for staff to work on cross college projects, leadership and management programme and weekly upskilling sessions for staff.

Background

This information is based on a snapshot date of pay on 31st March 2023.

At this date the workforce comprised of 55% female and 45% male with 61% full time and 39% part time or variable hours. 82% of the workforce were white and 18% from ethnic minority backgrounds.

This analysis looks at ethnicity pay differences within Dudley College of Technology, focusing on the overall pay difference between ethnicities amongst our workforce.

The mean ethnicity pay gap figure is 3% a 1% increase on the previous year and the median ethnicity pay gap figure is – 9% which is a 0.5 increase on the previous year.

The median pay gap figure which is 9% positive to ethnic minority employees shows that whilst we might employ less ethnic minorities than employees from white backgrounds they are generally employed in higher paid roles.

What do we report on?

Mean ethnicity pay gap	The difference between the mean hourly rate of pay of white full-pay relevant employees and that of ethnic minority full-pay relevant employees.
Median ethnicity pay gap	The difference between the median hourly rate of white full-pay relevant employees and that of ethnic minority full-pay relevant employees.
Mean bonus gap	The difference between the mean bonus pay paid to white relevant employees and that paid to ethnic relevant employees.
Median bonus gap	The difference between the median bonus pay paid to white relevant employees and that paid to ethnic relevant employees.
Bonus proportions	The proportions of white and ethnic minority relevant employees who were paid bonus pay during the relevant period.
Quartile pay bands	The proportions of white and ethnic minority full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

The overall ethnicity pay gap is defined as the difference between the median (actual midpoint) or mean (average) basic annual earnings of white employees and ethnic minority employees expressed as a percentage of the median or mean basic annual earnings.

Voluntary Ethnic Minority pay gap reporting

Workforce profile

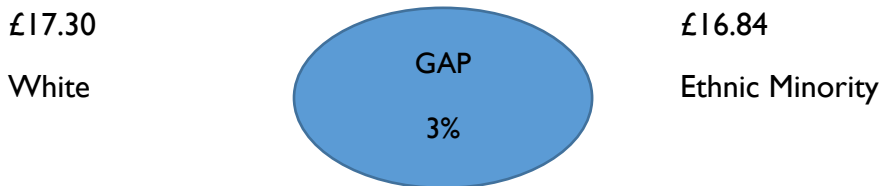
There were 791 employees working on the snapshot date of 31st March 2023. 435 were female and 356 were male. 477 employees were employed on full time contracts and 314 were employed on part time or variable hour’s contracts. 648 were white and 143 were ethnic minority.

The ethnicity pay gap analysis is based on headcount as opposed to full-time equivalent numbers.

Ethnicity pay gap – 31st March 2023

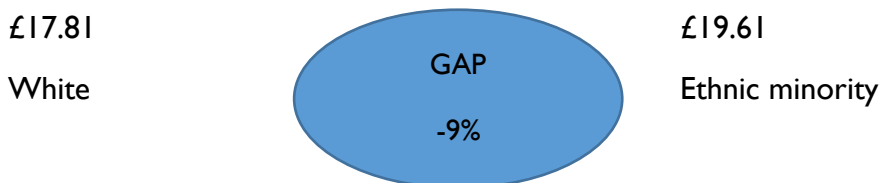
Mean

Average hourly rate of pay and the percentage difference between.



Median

Middle hourly rate of pay and the percentage difference between.



*TUC Education gender pay gap

Bonus - mean, median and proportions

Dudley College of Technology has no bonus scheme in operation.

Proportion of white and ethnic minority in each quartile pay band.

Below shows the workforce composition in each pay quartile.

Lower pay quartile

198 in lower quartile, 165 white (84%) and 33 ethnic minority (16%).

Lower middle pay quartile

198 in lower middle quartile, 171 white (86%) and 27 ethnic minority (14%).

Upper middle pay quartile

198 in upper middle quartile, 156 white (80%) and 42 ethnic minority (20%).

Upper pay quartile

197 in upper middle quartile, 156 white (80%) and 41 ethnic minority (20%).

Gender Pay Gap report – 2023

Introduction

Employers with 250 or more employees are now required to publish various figures to demonstrate how large the pay gap is between their male and female employees on an annual basis. From 2022 we extended our pay gap reporting to include ethnicity and disability as well as gender.

Dudley College of Technology is committed to the promotion of equality of opportunity for all its employees and is proud to be able to offer working hours and practices that are flexible, and enable people to balance work and life in a sustainable way.

The college is committed to empowering talented people at all levels and ensuring that its employees are developed and trained in line with their high ambitions and aspirations. The college offers a comprehensive training and development programme for all staff, including two dedicated staff development days each academic year, an opportunity for staff to work on cross college projects, leadership and management programme and weekly upskilling sessions for staff.

Background

All employers with 250 or more employees are required to publish information about gender pay by 31st March 2024. This information is based on a snapshot date of pay on 31st March 2023.

At this date the workforce comprised of 55% female and 45% male with 61% full time and 39% part time or variable hours. This shows a decrease of 2% in the number of males we employ and a decrease of 1% in the number of staff employed by the College on a part time basis.

This analysis looks at gender pay differences within Dudley College of Technology, focusing on the overall pay difference between the male and female workforce.

The mean gender pay gap figures has reduced by 2% and the median gender pay gap figure has increased by 1.5%.

These figures are still affected by the college's workforce comprising of more females than males but good progress has been made on addressing the gender pay gap which has seen a 5% reduction since we first started reporting on this in 2017. It also shows that the work we have committed to regarding increasing the salary of our lowest paid professional services staff of which the majority are female is starting to have a positive effect.

The report also looks deeper into pay to determine if there are any true pay inequalities across the workforce. A positive pay gap indicates that men are paid more, a negative pay gap indicated that women are paid more. The gender pay gap is different to equal pay. Equal pay

relates to men and women receiving equal pay for equal work, not meeting this requirement has been unlawful in the UK for over 45 years. The gender pay gap is a measure of any disparity in pay between the average earnings of males and females.

What do we report on?

Mean gender pay gap	The difference between the mean hourly rate of pay of male’s full-pay relevant employees and that of female full-pay relevant employees.
Median gender pay gap	The difference between the median hourly rate of male full-pay relevant employees and that of female full-pay relevant employees.
Mean bonus gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
Median bonus gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
Bonus proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period.
Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

The overall gender pay gap is defined as the difference between the median (actual midpoint) or mean (average) basic annual earnings of men and women expressed as a percentage of the median or mean basic annual earnings of men.

Mandatory gender pay analysis

Workforce profile

There were 791 employees working on the snapshot date of 31st March 2023. 435 were female and 356 were male. 477 employees were employed on full time contracts and 314 were employed on part time or variable hour’s contracts.

The gender pay gap analysis is based on headcount as opposed to full-time equivalent numbers.

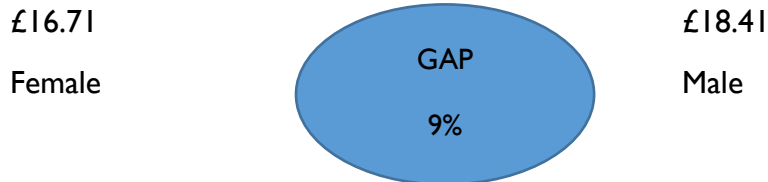
Men on average work 4 hours per week (34 hours) more than women (30 hours).

Gender pay gap – 31st March 2023

Mean

*TUC Education gender pay gap

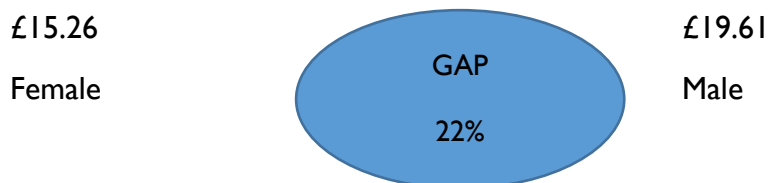
Average hourly rate of pay and the percentage difference between.



Dudley College of Technology's mean gap is 13.2% lower than the TUC education national average of 22.2%*.

Median

Middle hourly rate of pay and the percentage difference between.



Bonus - mean, median and proportions

Dudley College of Technology has no bonus scheme in operation.

Proportion of men and women in each quartile pay band.

Below shows the workforce composition in each pay quartile.

Lower pay quartile

198 in lower quartile, 60 males (30%) and 138 females (70%).

Lower middle pay quartile

*TUC Education gender pay gap

198 in lower middle quartile, 66 males (23%) and 132 females (77%).

Upper middle pay quartile

198 in upper middle quartile, 112 males (56%) and 86 females (44%).

Upper pay quartile

197 in upper middle quartile, 117 males (59%) and 80 females (41%)

Proportional Pay Gap Analysis and Figures

The most reliable indicator of gender pay gap is the proportional pay gap. This takes into account the workforce composition and shows that across all pay grades, there is no significant gender pay gap.

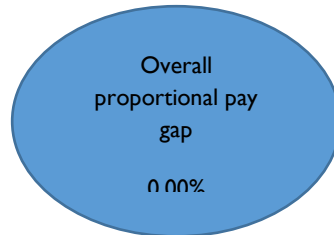
The proportional pay gap compares the hourly rates of men and women on a like-by-like basis across each pay grade.

The percentage difference demonstrates for each grade how women are affected. A negative figure means that across the grade, women are paid more than men.

Pay grade	Proportional Pay Gap
Band 1	0.00%
Band 2	0.00%
Band 2/3	0.01%
Band 3	0.00%
Band 3/4	0.00%
Band 4	0.00%
Band 5	0.00%
Band 6	-0.03%
Band 7	0.00%
Band 8	0.00%
Trainer/Assessor	0.01%
Teaching	0.00%
Advanced Teacher	0.01%

*TUC Education gender pay gap

Enhanced Teacher	0.00%
LMI	0.01%
LMI.5/LM2	-0.01%



We are not complacent and work hard to ensure that Dudley College of Technology promotes diversity and equality of opportunity for our employees. In 2024 we will be including motivational points into our pay grades to enable all employees to achieve these based on good performance.