



Annex 2

Reaseheath College – Gender Pay Gap

The Reaseheath estate was established as a School for Agriculture in 1919 by Cheshire County Council and became a College in 1967. It has continued to expand but remained true to its agricultural roots, and is now one of the leading specialist land-based colleges in the UK. Based in Nantwich, Cheshire, the College has an enviable setting amongst 280 hectares of farms, parklands, woodland and sports facilities.

We have a strong culture of positivity and inclusion, epitomised by our deeply embedded PRIDE values of P-people, R-responsibility, I-integrity, D-diversity, E-excellence. Our vision is to be the leading specialist land-based and technical college in the UK; and we have excellent relationships with local and national employers, which we utilise to ensure our students develop strong employability skills to complement their education. Our mission is 'industry focused, career ready'.

The College is committed to the principles of equality, diversity and inclusion and we have strong policies and procedures in place to ensure fairness and equality of opportunity regardless of gender or any other protected characteristic.

Legislative requirements

The Gender Pay Gap legislation, which was introduced in April 2017, introduces a requirement for employers with over 250 employees to publish their gender pay gap data. As Reaseheath College has over 250 employees we are required to annually publish our gender pay gap data at the snapshot date of 31 March each year (for public sector employers). We have also taken the opportunity to contextualise and explain our data and outline our commitment and progress made in reducing this gap.

What is a gender pay gap?

A gender pay gap shows the difference between the **average** (mean or median) earnings of men and women. It is important to understand that a gender pay gap is different from equal pay. **Equal pay** deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of their gender. The **gender pay gap** shows the differences in the average pay between men and women, irrespective of job role. A high gender pay gap may not be because of any unlawful practice, but it can indicate that there may be issues that employers can address to improve the situation.

What do we need to report?

Employers must calculate the following information:

- 1) Mean gender pay gap
- 2) Median gender pay gap
- 3) Mean bonus gender pay gap
- 4) Median bonus gender pay gap
- 5) Proportion of males and females receiving a bonus payment
- 6) Proportion of males and females in each quartile pay band

A written statement to confirm the accuracy of the calculations should accompany this

Reaseheath College's Gender Pay Gap

Reaseheath College has pay bandings for teaching staff, which vary, according to the level of responsibility that staff have. Each banding has a set pay range with spinal points between. Progression is based on good performance assessed through Staff Personal Development Reviews (Appraisals) and teaching and learning assessments conducted throughout the year. Similar bandings exist for the majority of support staff roles. Some bespoke roles are benchmarked against internal bandings and external markets when arriving at a salary scale, a few roles are on spot salaries.

Gender Pay Gap Information – Mean and Median

(1) Mean Gender Pay Gap

The mean is the average and is a useful way of reflecting the full earnings distribution. It is the sum of the hourly rates for both genders divided by the number in the list. What is then reported is the percentage difference between the mean hourly rate for males (£15.97) and the mean hourly rate for females (£13.37). Both have slightly increased from last year.

	Mean hourly rate male	Mean hourly rate female
April 2022/23	£15.97	£13.37
April 2021/22	£15.34	£12.84
April 2020/21	£14.67	£12.60
April 2019/20	£14.41	£12.27
April 2018/19	£14.42	£12.19
April 2017/18	£14.13	£12.34
April 2016/17	£13.85	£11.57

Reaseheath College's Mean Gender Pay Gap is **16.2% in favour of males**, similar to last year which was 16.3%. The College has continued to struggle to fill specialist roles and in line with the rest of the sector has experienced reasonably high turnover. It has managed to retain staff in the more generalist roles of Administration and Domestic, and in fractional and term time only roles which are predominately occupied by females.

The College continues to pay enhanced salaries within the predominately male Engineering and Construction departments to attract candidates and compete with industry. A number of initiatives have been introduced to support internal progression and CPD opportunities to address turnover and stabilise staffing, and the College has addressed some salary gaps. However within these particular areas market supplements are still required to bring education salaries a step nearer to what industry are paying.

At April 2023, the UK's mean gender pay gap figure continued to fall to 14.3% from 14.4% in 2022, however the gap amongst full time employees increased to 7.7% up from 7.6% in 2022. The gender pay gap for part time employees stayed consistent at negative 3.3%.

(2) Median Gender Pay Gap

The median is the middle occurring value where values are listed in numerical order from lowest to highest. What is then reported is the percentage difference between the median hourly rate for men (£13.80) and the median hourly rate for women (£13.13). The median hourly rate for men has increased slightly whilst the median hourly rate for women has significantly increased when compared to last year.

It is a good representation of the typical difference as it is less affected by a small number of very high earners. Currently our three senior paid positions within the College are male, which impacts on the mean and median calculations.

Reaseheath College's Median Gender Pay Gap is **4.8% in favour of males**, a significant decrease from the previous year's median of 10.8% in favour of males.

	Median hourly rate male	Median hourly rate female
April 2022/23	£13.80	£13.13
April 2021/22	£13.74	£12.25
April 2020/21	£13.15	£12.41
April 2019/20	£13.67	£12.26
April 2018/19	£13.47	£12.39
April 2017/18	£13.43	£12.92
April 2016/17	£13.03	£12.21

When pay is analysed by bandings, average pay gaps are significantly smaller than the overall figure: in some bandings there is no gap or the gap is in favour of females.









(3) Mean Gender Bonus pay gap

These calculations look at any bonus payments made in the 12-month period from April 2022 to March 2023. Reaseheath College operates incremental progression within a salary banding based on performance, irrespective of gender. Bonus payments for outstanding performance have been removed following staff consultation and request for more equitable reward and recognition initiatives. Therefore no bonuses were paid during this period.

(4) Percentage of males and females in quartile pay bands

These are calculated by ranking all employees by their hourly rate of pay from lowest to highest and then dividing them into four even groups or quartiles, then looking at the percentage of males and females in each quartile.

The upper two quartiles have seen some movement, with the upper quartile joining the others in terms of more female representation. The lower quartile has seen a similar increase.

LOWER	LOWER MIDDLE	UPPER MIDDLE	UPPER
 79% (was 76%)	 74% (same)	 60% (was 57%)	 55% (was 48%)
 21% (was 24%)	 26% (same)	 40% (was 43%)	 45% (was 52%)

There are proportionately more female than male staff in all quartiles, with a growth of female staff in all quartiles except the lower middle quartile.

Reaseheath College's commitment to eradicating the gender pay gap

This year's gender pay figures are better than last year for Reaseheath College and whilst reflective of the difficulties within the labour market and the difficulties we have had recruiting into specialist positions, there has been some levelling and improvement in comparable pay with a closing of our median gender pay gap to 4.8%.

The College continues to be impacted by the national staffing shortages in specialist areas such as Engineering and Construction which have led to increased salaries in these areas to attract staff from industry. Whilst positive marketing has been used to try to attract females into these areas, the majority of candidates entering lecturing and instructing roles and referred to us by agencies, were male.



We have continued to invest in our Aspire to Senior Management programme to develop future leaders and managers within the College and have completed two successful cohorts with 70% female representation within each cohort. Successful completion guarantees an interview (providing all essential criteria are met) for future college management team vacancies. We have grown our female representation in our top two quartiles.

Reaseheath College and its Executive leadership team are committed to fair pay irrespective of gender, and continue to drive positive action in key areas through our Diversity and Inclusion action plan.

Going forward the College is still committed to driving initiatives and changes to address its pay gap. We will:

- Continue to drive gender pay and gender equality through our Diversity and Inclusion working group
- Continue to review and benchmark our salaries and improve them where we identify particular gaps
- Continue to ensure that we are supportive of women returning to work by offering options such as job share, term time working and other flexible options
- Continue to promote opportunities for lateral and progressive moves within the organisation whilst retaining part time and flexible working options.
- Continue to promote internal progression opportunities
- Continue to promote flexible working arrangements wider making male employees aware of what is available to allow them to share caring responsibilities.
- Continue to market our gender dominated roles positively to opposite genders to try and increase representation.
- Continue to re-skill and upskill within the College to encourage progression and movement into other roles.

Further information on what Reaseheath College is doing to address its gender pay gap can be found on its website www.reaseheath.ac.uk

Report approved by the Corporation on 28 March 2024.

A handwritten signature in black ink, appearing to read "David Pearson".

David Pearson

Chair of Governors