

Gender Pay Gap Report

LEEDS COLLEGE
OF BUILDING
2021

Introduction

At Leeds College of Building, we are committed to being an inclusive and diverse employer. We recognise that our success relies on the dedication, expertise and commitment of all our employees and we welcome employees from different backgrounds, beliefs and lifestyles. We are confident that we pay our employees equally for the work that they do and whilst our Gender Pay Gap is continuing to improve, we recognise that there is much more work to be done.

Leeds College of Building specialises in delivering further and higher education related to the Built Environment and Construction Sector. Construction is an industry that has habitually been male dominated and with a large majority of male workforce, we are continuing to work hard to address some of the imbalances and misconceptions. We do this through education, training and positive promotion of female role models within the industry. We believe, that as more women choose careers within the Built Environment, that the pay gap will continue to decrease.

This year we, we are pleased to report that we have seen reductions in both mean and median pay gaps of almost 3.5% and 5.8%. We have an active Equality, Diversity and Inclusion committee who are continuing to make improvement and we are striving to take action to address any gaps and to ensure our policies and practices are fair and transparent.

I can confirm that the information contained within this report is accurate and in line with the UK Governments Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and has been produced in accordance ACAS guidance on managing gender pay.

Derek Whitehead

Principal



Context

“The gender pay gap in the UK has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full-time employees and by just over one-fifth among all employees.

In 2020, the gap among full-time employees fell to 7.4%, from 9.0% in 2019. Among all employees it fell to 15.5%, from 17.4% in 2019 (ONS, 2020)”

”

The gender pay gap is a measure designed to show the difference between the gross hourly earnings for all men in an organisation and the gross hourly earnings for all women. This is different to equal pay, which compares pay for men and women doing the same work.

What is a Mean?

The mean average involves adding up all the numbers and dividing the result between how many numbers were in the list. We calculate the mean average for both men's and women's hourly pay and report the percentage difference.

What is a Median?

A median average involves listing all the above numbers in numerical order. If there is an odd number of results, the median average is the middle number, if there is an even number of results, the median will be the mean of the two central numbers. We calculate the median for both men's and women's pay and report the percentage difference.



What does our gender pay gap mean?

At the snapshot date of 31 March 2021, we had 372 full pay employees who were used to calculate our gender pay gap report.

We are delighted to report that our mean pay gap has decreased by 4.5% in the past year to 18.7%. The median pay gap has also decreased by 5.8% to 24.7%. Since our first Gender Pay Gap report in 2017 both the mean and median gaps have reduced by over 7% each.



Data

Mean Gender Pay Gap - All Employees

All Employees - Mean	2021	2020	2019	2018	2017
Pay Gap	18.72%	23.23%	22.4%	23.4%	25.9%

Median Gender Pay Gap - All Employees

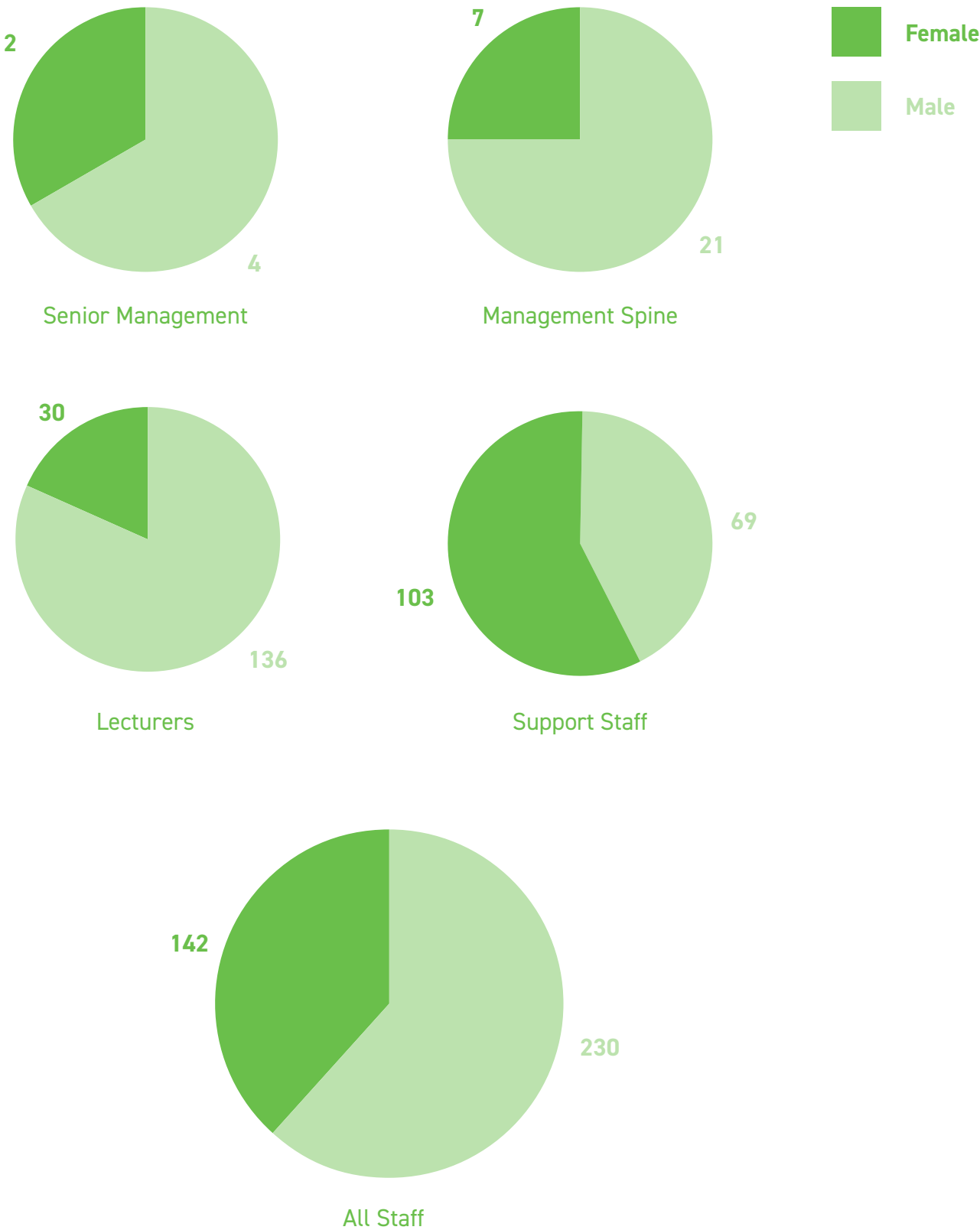
All Employees - Median	2021	2020	2019	2018	2017
Pay Gap	24.66%	30.53%	30.4%	31.5%	31.9%

Gender Distribution by Role (2017-2021)

Gender Distribution by Role	Male					Females					Total	
	2021	2020	2019	2018	2017	2021	2020	2019	2018	2017	2021	2020
Senior Management	4	5	5	7	7	2	2	1	1	1	6	7
Management Spine	21	21	18	19	17	7	5	6	3	3	28	26
Lecturers	136	133	125	120	111	30	17	19	24	19	166	150
Support Staff	69	93	98	109	97	103	128	123	129	123	172	221
TOTAL	230	252	246	255	232	142	152	149	157	146	372	404



Gender Distribution by Role (2021)

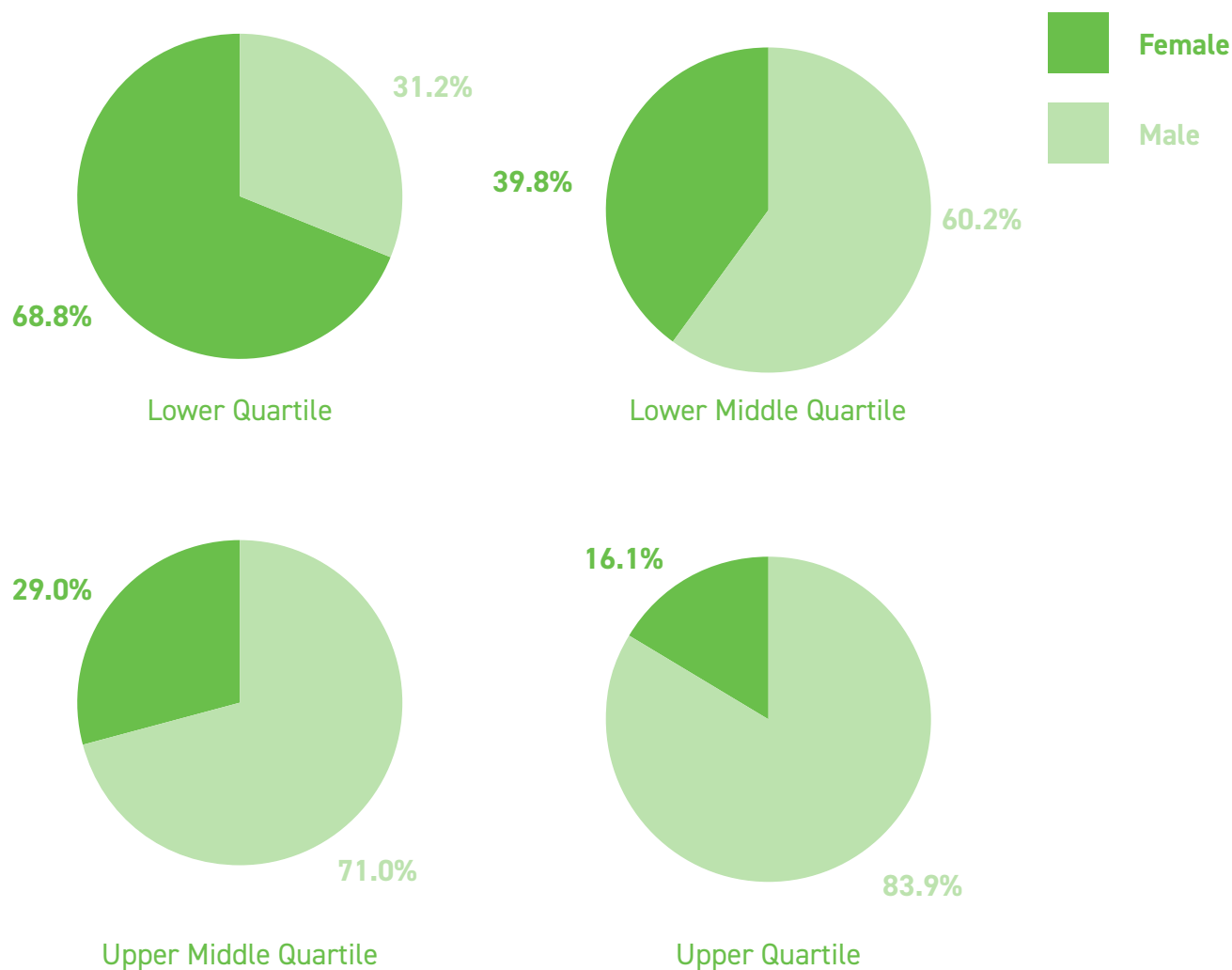


Quartiles Based on Salary Bandings (2017-2021)

	Lower					Lower Middle					Upper Middle					Upper				
	2021	2020	2019	2018	2017	2021	2020	2019	2018	2017	2021	2020	2019	2018	2017	2021	2020	2019	2018	2017
Males	31.2%	29.7%	32.3%	35.0%	26.3%	60.2%	55.4%	58.2%	54.4%	55.3%	71.0%	75.2%	73.7%	74.8%	76.8%	83.9%	89.2%	84.8%	83.5%	97.2%
Females	68.8%	70.3%	67.7%	65.0%	73.7%	39.8%	44.6%	41.8%	45.6%	44.7%	29.0%	24.8%	26.3%	25.2%	23.2%	16.1%	10.8%	15.2%	16.5%	12.8%

*Figures rounded to 1 decimal place.

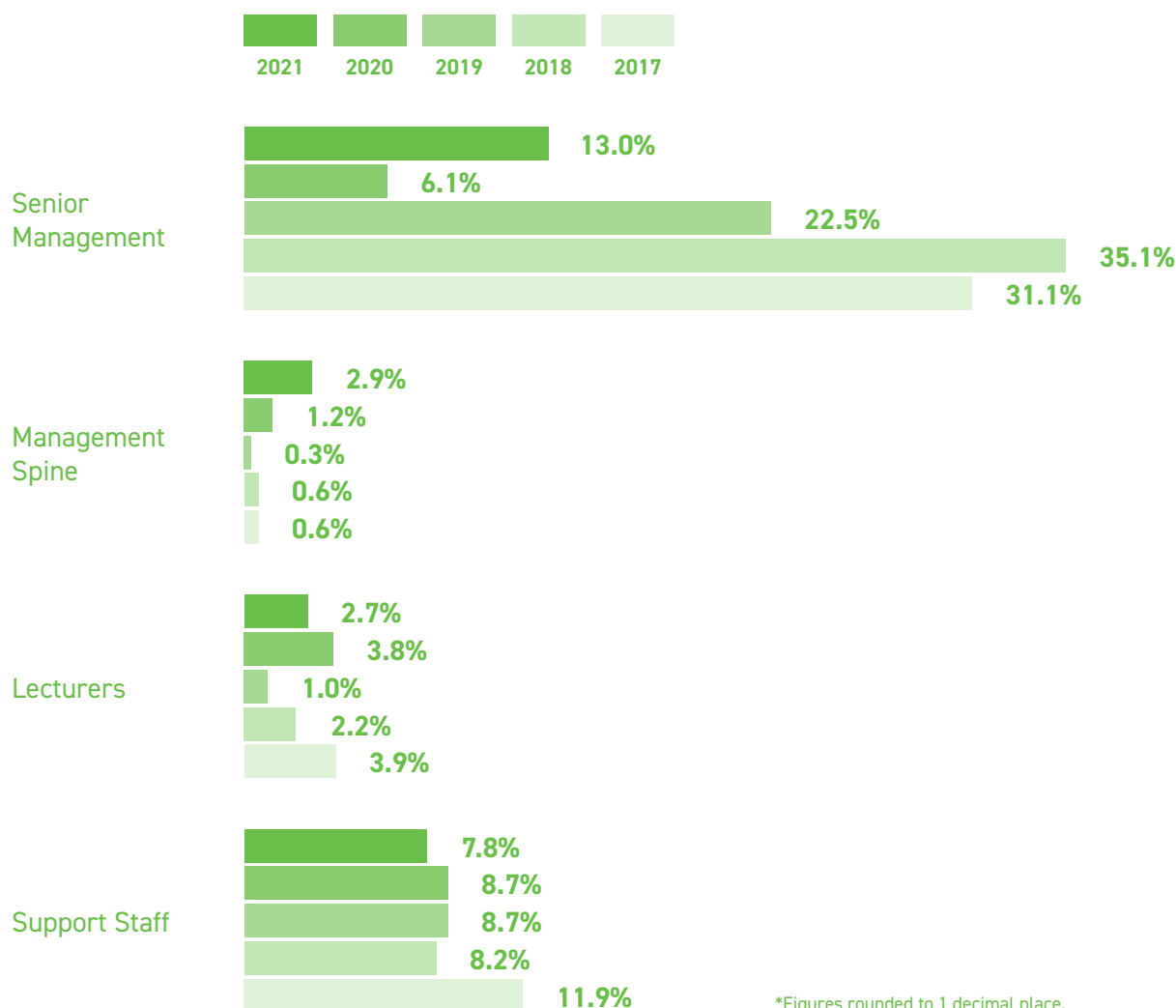
Quartiles Based on Salary Bandings (2021)



Pay by Role - Mean (2021-2017)

Mean Pay by Role	Male					Females				
	2021	2020	2019	2018	2017	2021	2020	2019	2018	2017
Senior Management	£42.55	£38.38	£37.40	£38.26	£35.69	£37.04	£36.03	£28.97	£24.85	£24.60
Management Spine	£21.46	£21.17	£20.20	£20.37	£19.76	£20.83	£20.91	£20.15	£20.24	£19.64
Lecturers	£17.14	£17.09	£16.52	£16.34	£16.28	£16.67	£16.56	£16.36	£15.98	£15.64
Support Staff	£11.83	£12.22	£11.66	£11.46	£11.60	£10.99	£11.05	£10.64	£10.52	£10.27

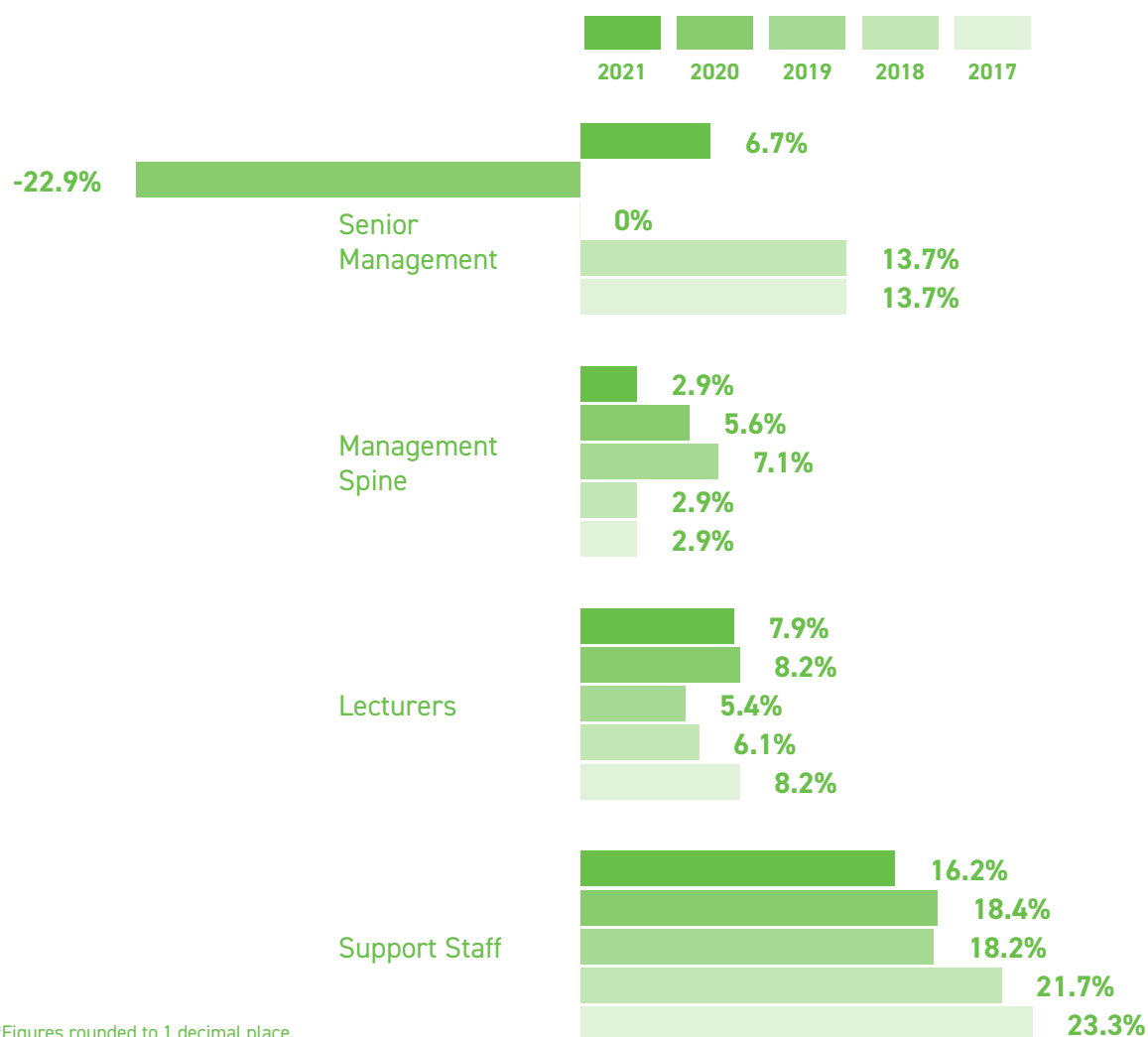
Gender Pay Gap by Role - Mean Gap as a Percentage (2021-2017)



Pay by Role - Median (2021-2017)

Median Pay by Role	Male					Females				
	2021	2020	2019	2018	2017	2021	2020	2019	2018	2017
Senior Management	£29.32	£29.32	£28.97	£28.79	£28.51	£37.04	£36.03	£28.97	£24.85	£24.60
Management Spine	£21.35	£21.35	£21.00	£20.82	£20.02	£20.96	£20.16	£19.52	£20.22	£19.44
Lecturers	£17.48	£17.48	£17.12	£16.53	£16.78	£16.26	£16.04	£16.19	£15.57	£15.41
Support Staff	£12.68	£12.68	£11.62	£11.64	£12.15	£10.52	£10.35	£9.50	£9.11	£9.33

Gender Pay Gap by Role - Median Gap as a Percentage (2021-2017)



Closing the Gap

We believe that our pay gaps are based on the distribution of men and women across different levels and we are continuing to work hard to increase the number of women working in the college in order to continue closing our gender pay gaps.

- We deliver unconscious bias training to all our staff as part of our thorough induction process.
- We have provided accredited level 3 and level 5 management training for all our managers.
- We have a proactive ED&I committee who regularly meet to address current issues and ensure our policies reflect our practices.
- We continue to promote construction and the built environment as a career pathway for women by ensuring all our documentation, website and prospectuses promote female role models.
- We promote the achievements of the women within our organisation, sharing their experiences as part of international women's day.
- We promote awareness of issues directly affecting women such as pregnancy and menopause.
- We have continued our close working relationship with WISE (Women in Science and Engineering).
- We offer and actively promote flexible working irrespective of role or level. This is promoted through all our recruitment campaigns and documentation, and we now offer hybrid home/college-based working in as many roles as possible, as far as is practical for college needs.
- We are committed to a fair and transparent approach to pay and grading through job evaluation processes and collective bargaining on pay.
- We are continuously evaluating and researching additional CPD opportunities for employees to improve their skills and experience giving them the opportunity to further progress their careers.
- We are committed to advancing Fairness, Respect, Equality, Diversity, Inclusion and Engagement and we have worked to ensure that ED&I is embedded in our everyday practices.



