

Capital City College Group

GENDER PAY GAP REPORT 2023

Capital City College Group is the licensed trading name
of The WKCIC Group



CITY AND ISLINGTON
COLLEGE



Westminster
Kingsway College

The College of
Haringey, Enfield
and North East London



Capital City
College Training

Overview

This is our annual gender pay gap report for the snapshot date of 31 March 2023:

- Our mean gender pay gap is 4.25%
- Our medium gender pay gap is 2.03%
- Our mean gender bonus gap is 0%
- Our medium gender bonus gap is 0%
- The proportion of male employees receiving a bonus is 0% and the proportion of female employees receiving a bonus is 0.11%.

Pay quartile by gender

Table 1 shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Table 1. Pay quartile by gender			
Band	Males	Females	What is included in this band?
A	32.3%	67.7%	All employees whose standard hourly rate is within the lower quartile.
B	39.3%	60.7%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median.
C	41.0%	59.0%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile.
D	39.0%	61.0%	All employees whose standard hourly rate is within the upper quartile.

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The “lower quartile” is the lowest group. The “upper quartile” is the highest group. The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- The same or broadly similar work
- Work rated as equivalent under a job evaluation scheme; or
- Work of equal value

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above). We:

- Carry out regular pay and benefits audits
- Evaluate job roles and pay grades to ensure fairness

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). Women are also more likely than men to have had breaks from work that have affected their career progression, for example, to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid. Our organisation still operates a number of contracts that existed pre-TUPE, which also has an impact as terms and conditions differ.

Within our organisation employees who identify as female make up 67.7% and 60.7% of employees in the lowest pay quartiles. Our Executive Team, who are our highest paid, is primarily made up of male employees, even though within the top pay quartiles those who identify as female make up 59.0% and 61.0%.

The table above shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile). If we had no gender pay gap, there would be an equal ratio of men to women in each band.

How does our gender pay gap compare with that of others?

The mean gender pay gap for the whole economy (according to the November 2023 Office for National Statistics [ONS] Annual Survey of Hours and Earnings [ASHE] figures) is 13.2%. In the education sector, the mean gender pay gap is reported at 14.6%.

The median gender pay gap for the whole economy (according to the April 2023 ONS ASHE figures) is 14.3%. In the education sector this is 21.3%. According to ONS, women earn 3.2% more than men amongst the FE teaching professionals.

At 4.25% and 2.03%, respectively, our gaps are below the whole economy and also the education sector.

Table 2. Comparison with other organisations		
	Our organisation	2023 ONS ASHE whole economy
Mean gender pay gap	4.25%	13.2%
Median gender pay gap	2.03%	14.3%

What are we doing to address our gender pay gap?

We are not happy with our gender pay gap even though it compares favourably with others, and we have been working to bring the gap down, which has come down on last year's report. We have put in place for the last few years, a Star Chamber that approves all requests to recruit and also any request to change salaries. We are committed to doing everything we can to reduce the gap. So far, we have taken the following steps to promote gender diversity:

- **Creating an evidence base:** To find any barriers to gender equality and to help us make priorities for action. In 2022 we created reports, which are available to all line managers and the group senior management team, which show the gender pay gap in real time daily. We also provide reports on how we are performing as a group on equality, diversity and inclusion. These reports assist in telling us:
 - the number of men and women applying for jobs and being recruited
 - the number of men and women applying for and getting promotions
 - the number of men and women leaving our organisation and their reasons for leaving
 - the number of men and women in each role and pay band
 - the number of men and women working flexibly and their level within our organisation
 - the number of men and women who return to their original job after maternity or other parental leave
 - the number of men and women still working a year after they took maternity or other parental leave

We are still working on improving this data set and will commit to publishing this data once it is complete.

- **Creating a hybrid working policy and ensuring the flexible working policy is open to all:** In June 2022, we launched a new Hybrid Working Policy giving staff options in flexibility in the way they work. Whilst the group does not support wholly working from home, we will give consideration for this where it relates to a reasonable adjustment in line with our managing sickness absence policy. We have also made it very clear that we will consider requests from all employees to work flexibly, regardless of their role and level of seniority, and that flexible working is not just part-time working. The take up of these policies is growing within the group.

By themselves, none of these initiatives will remove the gender pay gap – and it may be several years before some have any impact at all. In the meantime, every year we will tell you what we're doing to reduce the gender pay gap and the progress that we're making.

Right now, we have plans to extend our evidence-gathering. We are asking for your help to work out the barriers (and the drivers) for women employees.

Over the next year, we will:

- Consult on and implement a new Pay Policy
- Carry out an audit on pay and different contracts.

Any further initiatives launched throughout the year will be reported in group communications.

I, Trovene Hartley, HR Director, confirm that the information in this statement is accurate.

Date: 30 November 2023

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www.capitalccg.ac.uk

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