

PAY GAP REPORT

2024

We're committed to Equality, Diversity and Inclusion at Coleg y Cymoedd and therefore welcome this opportunity to publish our Gender Pay Gap data. We believe that everyone is entitled to equality of opportunity irrespective of their gender and we're actively looking for ways to "close the gap" even further. We're building a culture where every individual feels safe, heard, and welcome.

Though Coleg y Cymoedd is exempt from the mandate to publish Gender Pay Gap data, we embrace this opportunity to do so, as well as (for the second time) our other pay gap data.

We want our workforce to reflect the diversity of our learners and our local communities, and for everyone here to feel that they belong, regardless of any characteristic.

I, Jonathan Morgan, Principal and CEO, can confirm that the information provided in this report is accurate.



Jonathan Morgan,
Principal and CEO

GENDER PROFILE



59% of our employees are female and 41% are male. This is more balanced than the “Education” industry, which is 72% female and 28% male in the UK¹ and the wider Public Sector which is 64% female and 36% male in the UK¹.

GENDER PAY GAP

Gender Pay Gap isn't the same thing as Equal Pay. Gender Pay Gap is the difference between average pay for men and women. Equal Pay ensures that men and women who do the same work, or work of equal value, receive the same pay. All data included in this report is based on the "snapshot date" of 31st March 2023.

Mean Pay Gap



6.8%

Median Pay Gap



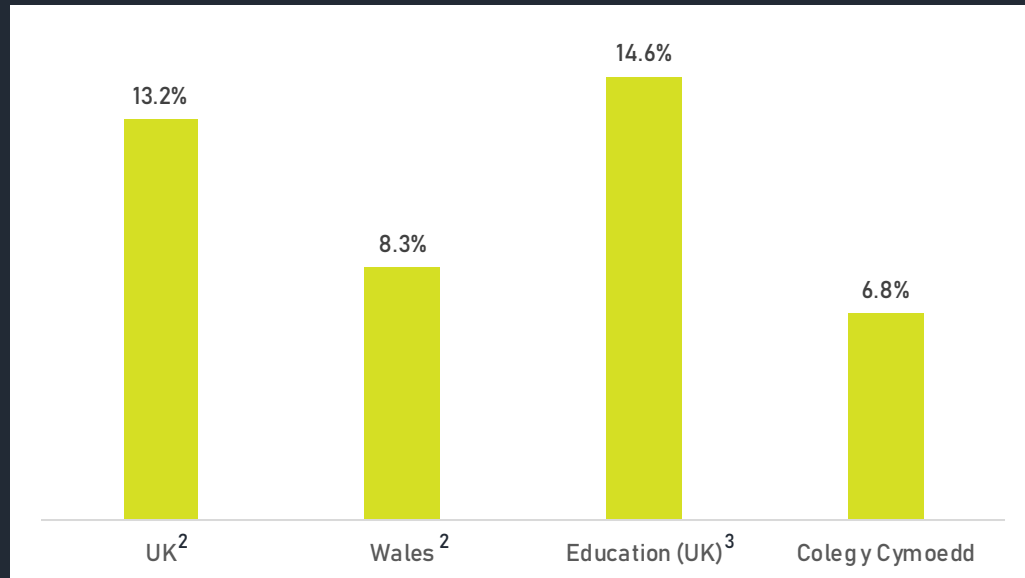
11.1%

The Mean is calculated by adding all hourly pay rates together and dividing the total by the number of employees. The Median is calculated by identifying the middle value of hourly rates when ranked from lowest to highest. To calculate the Gender Pay Gap, we subtract the Male Mean from the Female Mean and divide this by the Male Mean, the same calculation is done for the Median. Bonus Pay Gap calculations haven't been included as no bonuses were awarded.

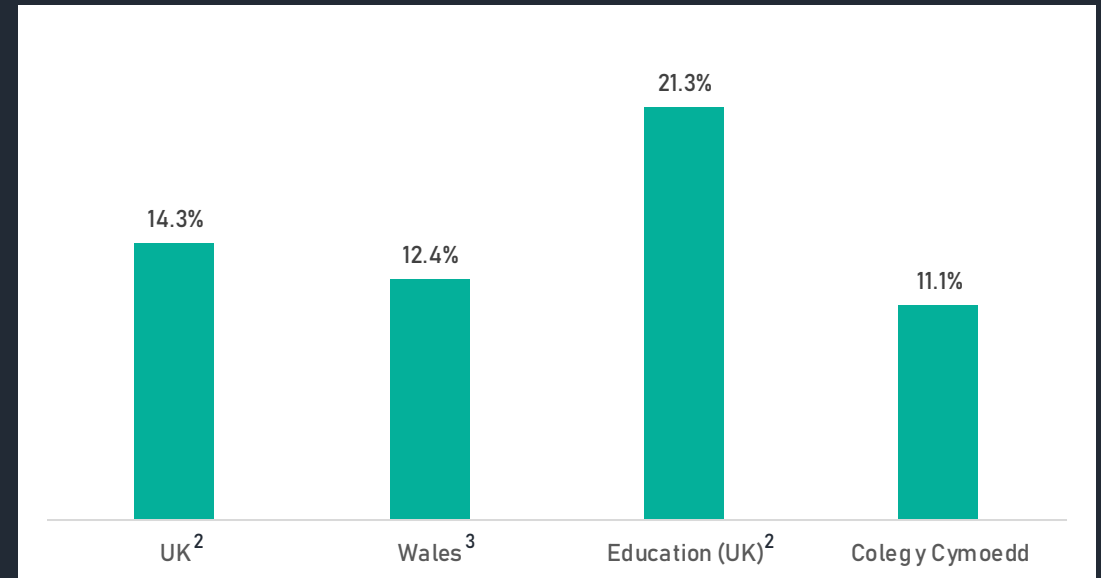
THE BENCHMARK

Our Gender Pay Gap at Coleg y Cymoedd is significantly lower (the gap is smaller) than benchmarks for the UK as a whole, Wales and the Education Industry. We're pleased that this is the case, but we also recognise that there's more to do to close the gap further.

Mean Pay Gap



Median Pay Gap

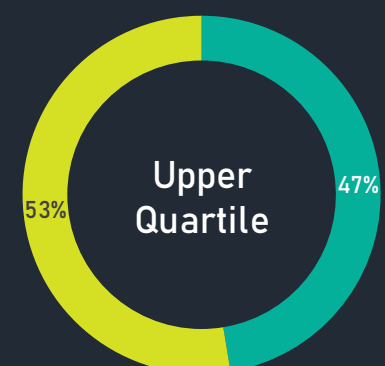
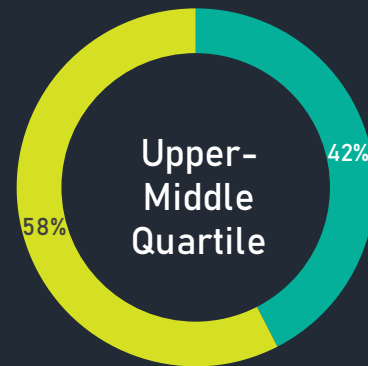
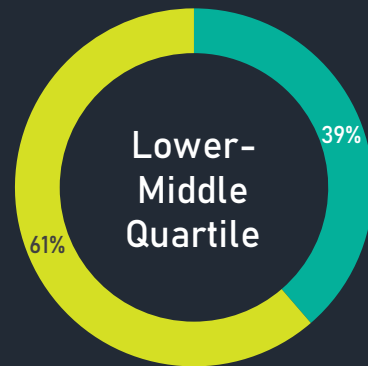
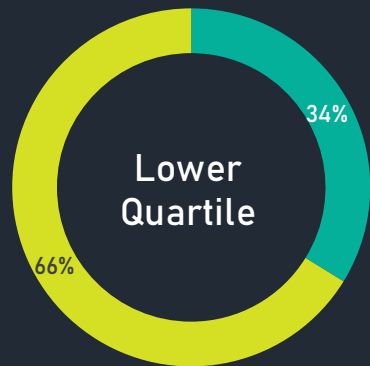


²ONS (December 2023), PROV - sic07 Industry (2) SIC2007 Table 4.13

³ONS (December 2023), PROV Work Geography Table 7.12

QUARTILE ANALYSIS

Quartile analysis is calculated by arranging all employees ranked from lowest to highest hourly rates of pay and splitting this into four “quartiles” of equal size.

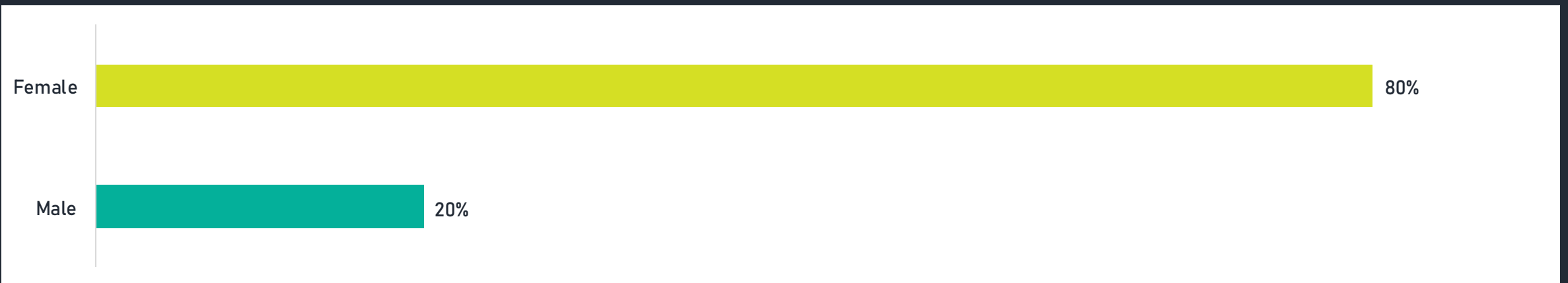


There are more females than males in every quartile. Any more than 60% females (the organisation average) within a quartile shows there is a disproportionately high number of females within it i.e. Lower quartile and Lower-Middle quartile. Any proportion lower than 60% females would be the opposite i.e. Upper-Middle quartile and Upper quartile.

PART TIME WORKING

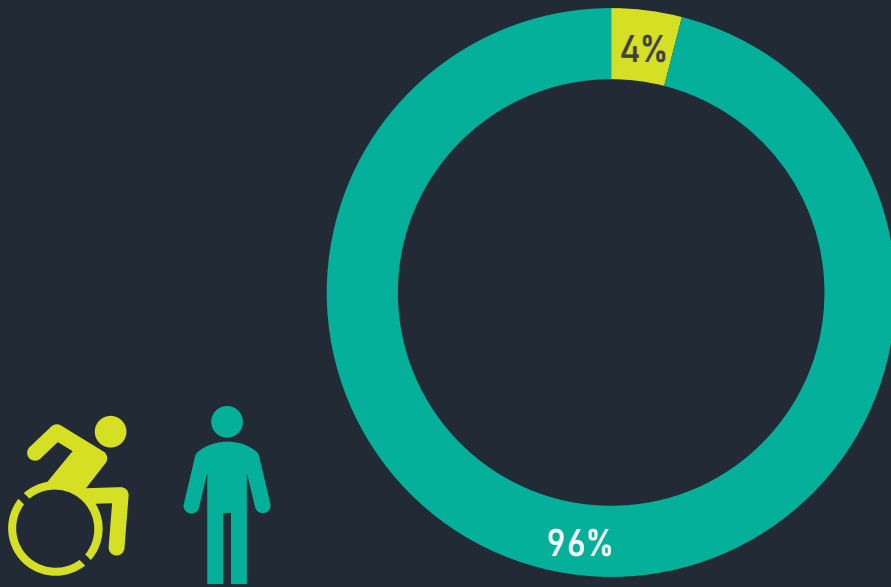
80% of our part-time workers are female. 49% of all women at the college are employed on an 0.8FTE contract or less each week, compared to 19% of men. We're proud to be a flexible employer, and to offer employees the opportunity to reduce their contracts and arrange part time or term time working, supporting this wherever we can. We also recognise that part of closing the gap is supporting employees in attaining progression whilst also working flexibly around caring commitments.

We know that opportunities or development to progress may be impacted by part-time working and though we do everything we can, we're open to suggestions of how to mitigate this.



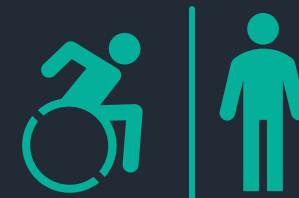
DISABILITY PAY GAP

To calculate the Disability Pay Gap, we subtract the Mean of those with a declared disability from those without a declared disability and divide this by the Mean of those without a declared disability, the same calculation is done for the Median. Bonus Pay Gap calculations haven't been included as no bonuses were awarded.



97% of our employees have not declared a disability, 3% of our employees have declared a disability.

Mean Pay Gap



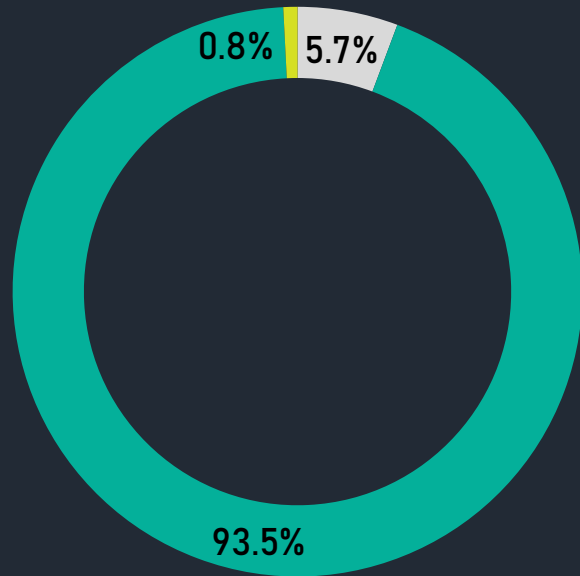
-3.5%

Median Pay Gap



0.0%

ETHNICITY PAY GAP



93.5% of our employees are white, 5.7% of our employees have not declared their ethnicity, and 0.8% are from other ethnic backgrounds.

To calculate the Ethnicity Pay Gap, we subtract the Mean of those from another ethnic background from those who are white and divide this by the Mean of those who are white, the same calculation is done for the Median. Bonus Pay Gap calculations haven't been included as no bonuses were awarded.

Mean Pay Gap



-6.7%

Median Pay Gap



-18.9%

SUMMARY

This year's Gender Pay Gap is smaller than all benchmarks, with regards to the Mean or Median gaps. We're really proud of this, but we also know there are steps to take to minimise, and completely close, the gap. Some steps we've taken this year are not yet reflected in the data as the Snapshot Date was almost a year ago.

Though the Quartile Analysis is encouraging, at the time of the Snapshot Date, 38% of our College Management Team (CMT) were female, which is disproportionately low. We're committed to encouraging and supporting women in seeking progression opportunities (in addition to their male colleagues) and we'll develop our colleagues for these roles wherever we can.

Our negative disability and ethnicity pay gaps are very encouraging – and a decreasing number of employees have not yet declared their ethnicity or whether they have a disability, which is also positive.

We're hoping that this report, and our other efforts in line with Equality, Diversity and Inclusion will encourage our colleagues to come forward with ideas and suggestions to close the gap further in the coming years.

Any ideas?

Email us: people@cymoedd.ac.uk