

PETROC

PETROC GENDER PAY GAP REPORT 2022

OBLIGATIONS

As an employer with more than 250 employees, Petroc is required to publish its data findings annually, based on a snapshot data report taken on 31 March 2022. All reporting employers are required to undertake work to narrow any identified gaps. The cycle will then continue year on year going forward with a requirement to maintain the data on our website for three years to show that progress is being made in narrowing the gap.

Petroc fulfils its obligations in publishing its Gender Pay Gap report. This is the report for 2022.

EQUAL PAY AND GENDER PAY

The Equality and Human Rights Commission defines the difference between equal pay and the gender pay gap as follows:

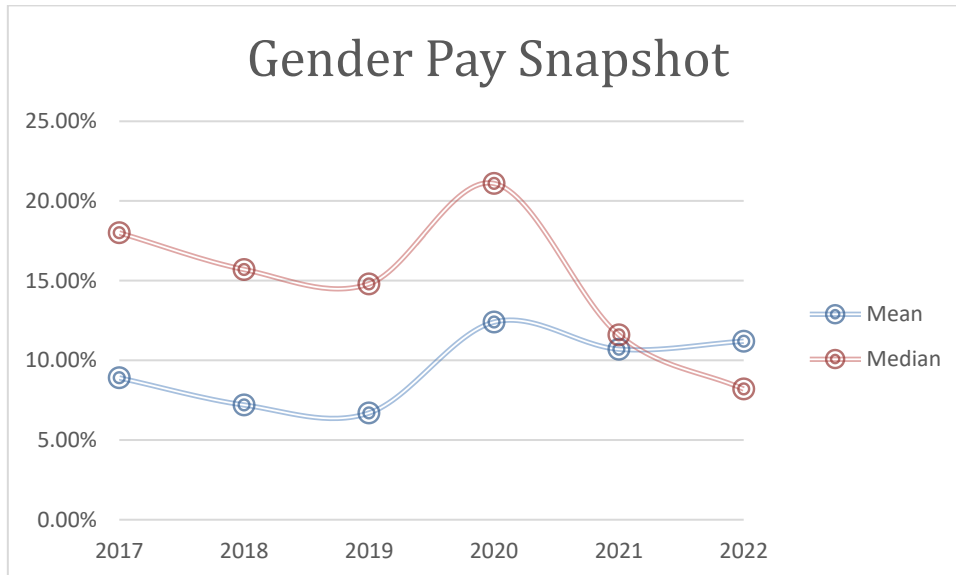
1. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
2. The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

Petroc is committed to paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic detailed in the Equality Act). Petroc has pay scales which establish salaries for particular roles and has a pay policy and guidelines which sets out how grades are assessed and applied.

PETROC'S DATA

The data below represents the gender pay snapshot data for Petroc as at 31st March 2022.

Our mean pay gap is 11.2% and our median is 8.2% as of 31 March 2022. In 2021 Petroc's mean pay gap was 10.7% and median was 11.6%. Previously in 2020 Petroc's mean pay gap was 12.4% and median was 21.1%. Petroc's gender pay gap has increased slightly in the last year. This is due to key senior leadership roles being filled by males (e.g., Principal and CEO, VP of Finance and Resources and Interim VP of Education and Learners). Through the 2021/2022 academic year changes have been put in place to create a more balanced Senior Leadership team, which will have a positive impact for future Gender Pay data. Petroc remains committed to addressing gaps in all areas.



As part of the mandatory reporting process, employers are required to publish the gender pay gap within bonuses awarded. We did not award bonuses in the reporting year and therefore will not be reporting on a bonus gender pay gap.

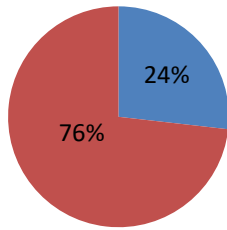
We are required to show the data in quartiles and for Petroc, the data is based on the 661 who were employed in March 2022, therefore each quartile has 165 or 166 employees. Petroc's workforce as of 31 March 2022 was 69% female and 31% male.

QUARTILES

	MEN	WOMEN
Quartile 1 (lowest paid)	24%	76%
Quartile 2	22.4%	77.6%
Quartile 3	39.4%	60.6%
Quartile 4 (highest paid)	38%	62%

QUARTILE 1

■ Male ■ Female

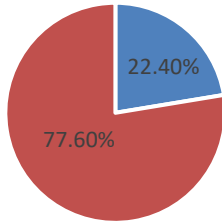


In quartile 1 are the following types of employment/job roles at Petroc:

Business administration apprentices, cleaners, learning support assistants, receptionists, administration assistants, technicians, catering assistants.

QUARTILE 2

■ Male ■ Female

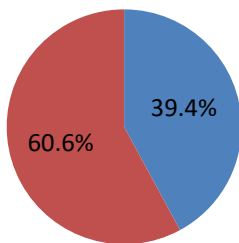


In quartile 2 are the following types of employment/job roles at Petroc:

Premises Assistants, Administrators, Library Services and E-Learning Coordinators, Job Coaches, IT first line support, Marketing Executives, Assessors.

QUARTILE 3

■ Male ■ Female

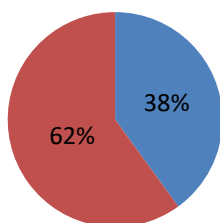


In quartile 3 are the following types of employment/job roles at Petroc:

Administration managers, IT second line support, support staff middle managers, internal verifiers, trainers, lecturers.

QUARTILE 4

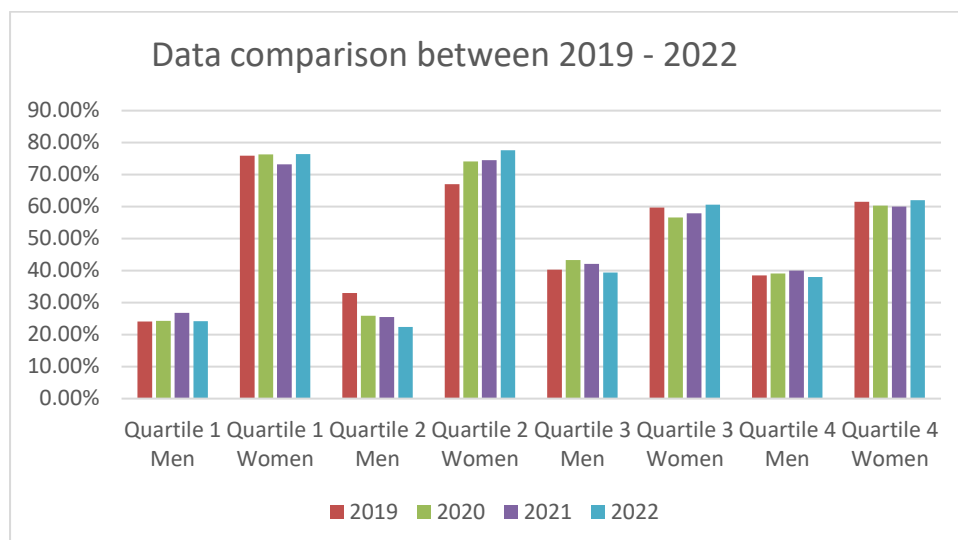
■ Male ■ Female



In quartile 4 are the following types of employment/job roles at Petroc:

Lecturers, curriculum middle managers, department/service heads, senior management and executive management team.

DATA COMPARISON BETWEEN 2019 and 2022



The report in 2022 is based on 661 employees. There were 658 staff in 2021, 694 staff in 2020, and 765 staff in 2019. The percentage split in each quartile is however broadly similar to the previous years.

In April 2022 the National Minimum Wage was increased which affected all the staff in the lowest quartile which is 73% female, therefore this would have had a positive impact on narrowing the gender pay gap.

WHY HAS PETROC GOT A GENDER PAY GAP?

Petroc does not pay men and women differently for equivalent work but it does employ more women than men (69% of the workforce are female). The gender pay gap is largely due to the fact that more women perform the roles in quartile 1 and 2, which are lower paid and largely worked part time.

One of the reasons for a gender pay gap is that women are more likely than men to have had breaks from work that have affected their career progression, for example caring responsibilities. They are also more likely to work part time and/or term-time only, and many of the jobs that are available across the UK on a part-time basis are relatively low paid. With 69% of the workforce being female, the median shows as a higher percentage than the mean as there are far more women than men in the lower paid half of the workforce.

ADDRESSING THE GENDER PAY GAP

We recognise that we cannot control career choices that individuals make in terms of their careers and job applications which might make our scope to act limited in some areas but we can act to make sure we do not become complacent and accepting of our gender pay gap to ensure it does not widen again.

Petroc will continue to monitor its recruitment and applications that are received in terms of the percentages of males and females applying for roles. Where necessary it may consider different ways of advertising to attract the appropriate balance of men and women.

As we raise the aspirations of our learners, we too should raise the aspirations of the workforce and encourage Continuing Professional Development (CPD) opportunities for all staff so that they are prepared and equipped for when a promoted post becomes available. This is reinforced through college wide CPD days as well as individual training and

a leadership and management programme that is open to all managers, developing and improving their skills as a manager.

When promotions are being recruited for, Petroc will continue to ensure the criteria being used is non-discriminatory and that we will consider flexibility and job-sharing options to ensure opportunities, career development and promotions are attractive to women and men.

It is important that we consider women returning from maternity leave when they wish to reduce from full-time to part-time roles, that we do everything possible to maintain them in the same level of role and equivalent pay grade.

We will continue to offer hybrid working for many roles at all levels across the college, enabling staff with caring responsibilities to remain at work.

Equality and Diversity training is mandatory for all staff as part of their induction on joining the college, with refresher training every two years to reinforce the colleges commitment to the promotion of equal opportunity.

Through continued promotion of Equality, Diversity and Inclusion and training we will continue to dispel misperceptions and stereotypes to ensure women are as equally accepted in roles as men, particularly in traditionally male dominated subjects and job roles.

I, Sheena Murphy-Collett, Vice Principal People, Organisational Development and Engagement, confirm that the information in this statement is accurate.

March 2022