

# PETROC

## PETROC GENDER PAY GAP REPORT 2023

### 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 2023. 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 2023.

### EQUAL PAY AND GENDER PAY

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

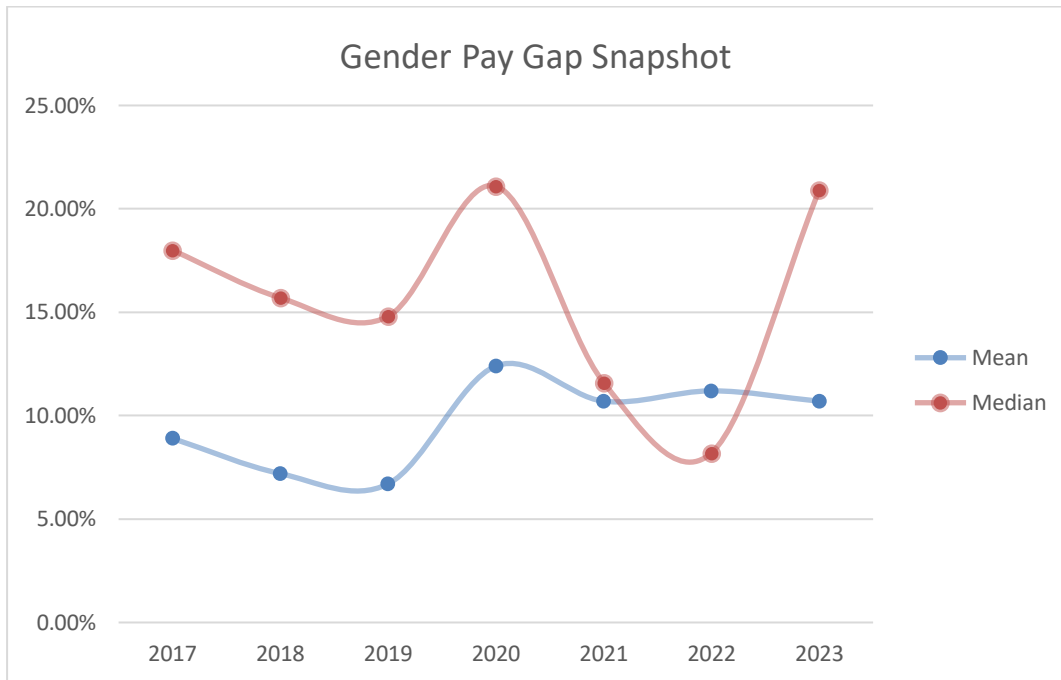
1. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
2. The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed 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 of 31<sup>st</sup> March 2023.

Our mean pay gap is 10.7% and our median is 20.9% as of 31 March 2023. In 2022 Petroc's mean pay gap was 11.2% and median was 8.2%. Previously in 2021 Petroc's mean pay gap was 10.7% and median was 11.6%. Petroc's gender pay gap has increased in the last year. This is due to key senior leadership roles being filled predominantly by males (e.g., Principal and CEO, Deputy Principal and VP of Finance and Resources). Petroc remains committed to addressing gaps in all areas and that more females than males are employed in roles in quartile 1 and 2.



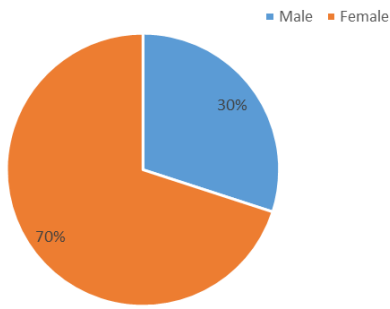
As part of the mandatory reporting process, employers are required to publish the gender pay gap within bonuses awarded. We did not award bonuses in the reporting year and therefore will not be reporting on a bonus gender pay gap.

We are required to show the data in quartiles and for Petroc, the data is based on the 638 who were employed as of 31 March 2023; therefore each quartile has 153 employees. Petroc's workforce as of 31 March 2023 was 67.8% female and 32.2% male.

#### QUARTILES

	MEN	WOMEN
<b>Quartile 1</b> (lowest paid)	30.9%	70%
<b>Quartile 2</b>	23%	77%
<b>Quartile 3</b>	35%	65%
<b>Quartile 4</b> (highest paid)	41.5%	58.5%

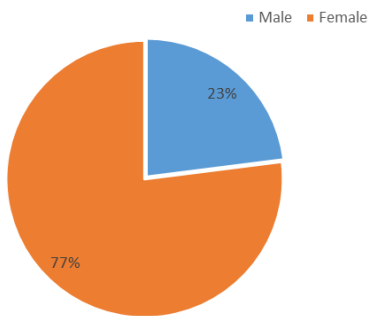
Quartile 1



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.

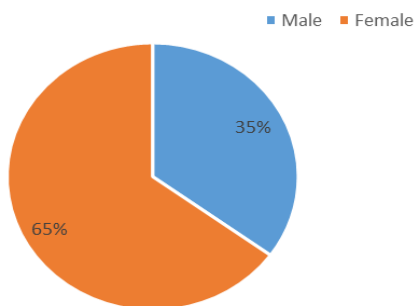
Quartile 2



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.

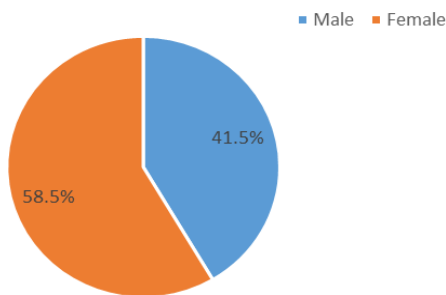
Quartile 3



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.

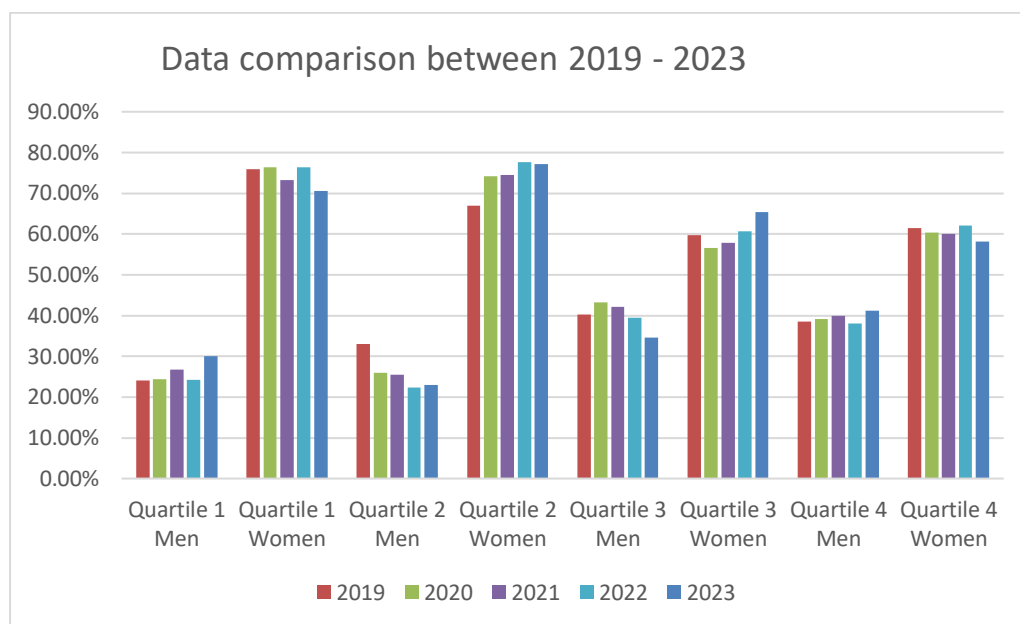
Quartile 4



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 2023



The report in 2023 is based on 638 employees. There were 661 in 2022, 658 staff in 2021, 694 staff in 2020, and 765 staff in 2019. The percentage split, when compared with the previous year, has seen a slight increase for Males and slight decrease for Females in quartiles 1 and 4. Quartile 2 has broadly remained the same; whereas quartile 3 has seen a slight decrease for Males and a slight increase for Females on the previous year.

In April 2023 the National Minimum Wage was increased which affected all the staff in the lowest quartile which is 70% 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 (67.8% of the workforce are female). The gender pay gap is largely because 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 67.8% 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

Petroc recognises that it cannot control career choices that individuals make in terms of their careers and job applications which might make the scope to act limited in some areas, but Petroc can act to make sure it does not become complacent and accepting of the 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. Petroc continues to offer flexible and hybrid working arrangements to attract a wide range of applicants.

As Petroc raises the aspirations of learners, it will also 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. New teachers are supported on joining Petroc to gain their teaching qualification.

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

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

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

The recent pay award moving staff towards the real living wage will address the median for the following year. As opportunities become available throughout the year, a focus will be to review how we can progress, attract, and support females within and returning to the workforce.

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 Petroc's commitment to the promotion of equal opportunity.

Through continued promotion of Equality, Diversity and Inclusion and training Petroc 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 2023