



PETROC GENDER PAY GAP REPORT 2024

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 2024. 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.

The College's gender pay data is based on calculations dated 31 March 2024; on this date 67.3% of our workforce were female and 32.7% were male.

GENDER PAY REPORTING

The gender pay gap is the difference between the average pay of men and women in an organisation.

We are required to present the gender pay gap data as follows:

- The mean (average) gender pay gap for hourly pay
- The median gender pay gap for hourly pay
- The percentage of men and women within pay quartiles

As part of the mandatory reporting process, employers are required to publish the gender pay gap including any bonuses awarded. As the College did not award bonuses, we will not be reporting on a bonus gender pay gap.

To note, the gender pay gap is not the same as equal pay. 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. 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 roles and has pay guidelines which set out how grades are assessed and applied.

MEAN (AVERAGE) GENDER PAY GAP FOR HOURLY PAY

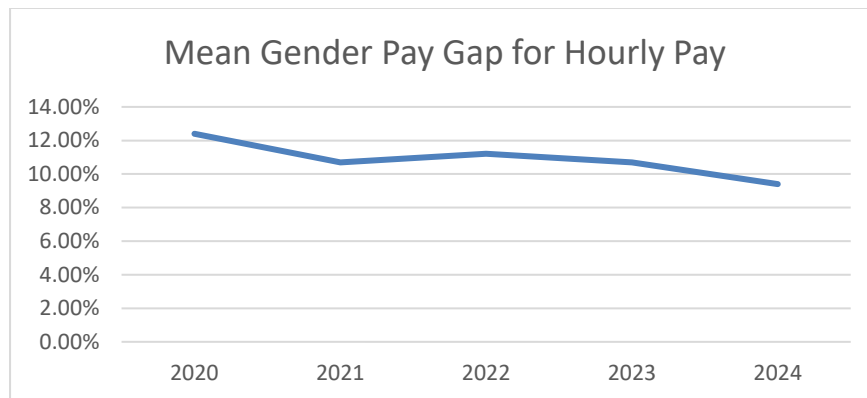
The mean (average) gender pay gap is the difference between the average hourly pay of male and female members of staff.

- A positive percentage shows that women have lower pay than men in the organisation.
- A negative percentage shows that men have a lower pay than women in the organisation
- A zero-percentage show that there is equal pay between men and women in the organisation.

Petroc's Data

Petroc's mean gender pay gap as of 31 March 2024 was 9.4%.

The mean pay gap was 10.7% in 2023 and the graph below shows a positive trend in that there has been a steady decline in the mean pay gap.



MEDIAN GENDER PAY GAP FOR HOURLY PAY

The median is calculated by listing in order of lowest to highest paid (based on hourly pay); the median figure is the mid-point of the range.

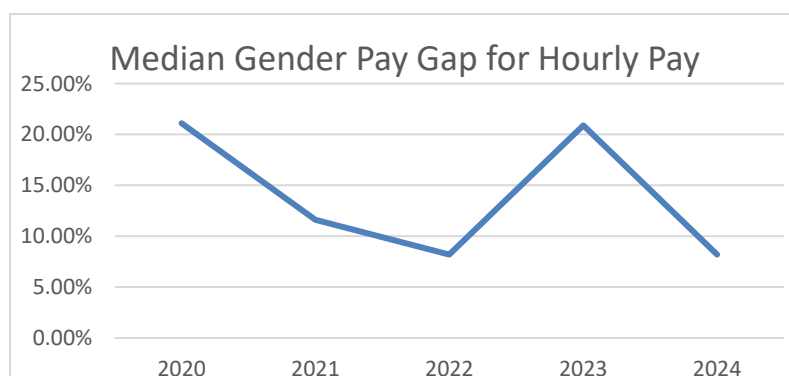
The median gender pay gap is the difference between the mid-point hourly pay of male compared to female staff.

- A positive percentage shows that women have lower pay than men in the organisation.
- A negative percentage shows that men have a lower pay than women in the organisation
- A zero-percentage show that there is equal pay between men and women in the organisation.

Petroc's Data

Petroc's median gender pay gap as of 31 March 2024 was 8.2%.

The graph shows an overall decline the mean gender pay gap, apart from last year (2023) when the rate was 20.9%. This spike was attributed to higher paid senior leadership roles being filled predominately by males.



PERCENTAGE OF MEN AND WOMEN IN EACH PAY QUARTILE

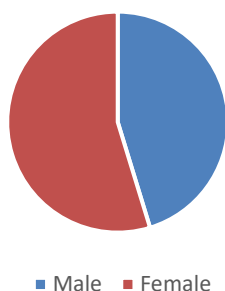
Employees are sorted from highest to lowest based on hourly pay and divided into four equally sized quartiles. The data is presented as a percentage of men and women in each pay quartile.

The data below is based on 594 employees as of 31 March 2024.

Petroc's Data

		MEN	WOMEN
Quartile 1	Upper hourly pay quartile	45.27%	54.73%
Quartile 2	Upper middle hourly pay quartile	30.87	69.13
Quartile 3	Lower middle hourly pay quartile	25%	75%
Quartile 4	Lower hourly pay quartile	29.53%	70.47%

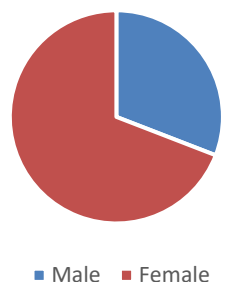
Quartile 1



Upper hourly pay quartile includes the following types of employment/job roles at Petroc:

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

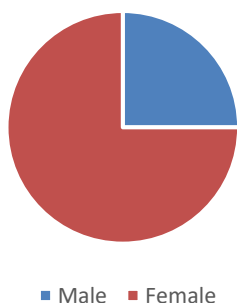
Quartile 2



Upper middle hourly pay quartile includes the following types of employment/job roles at Petroc:

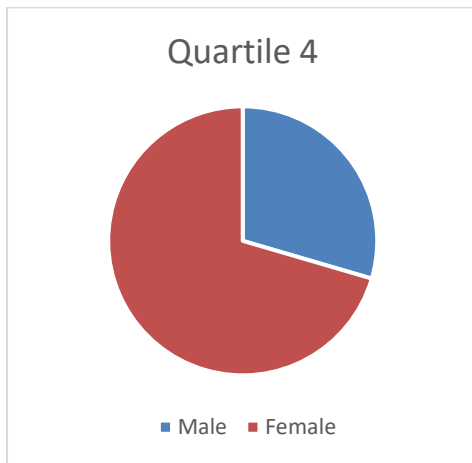
Administration managers, IT second line support, support staff middle managers, internal verifiers, trainers, lecturers.

Quartile 3



Lower middle hourly pay quartile includes the following types of employment/job roles at Petroc:

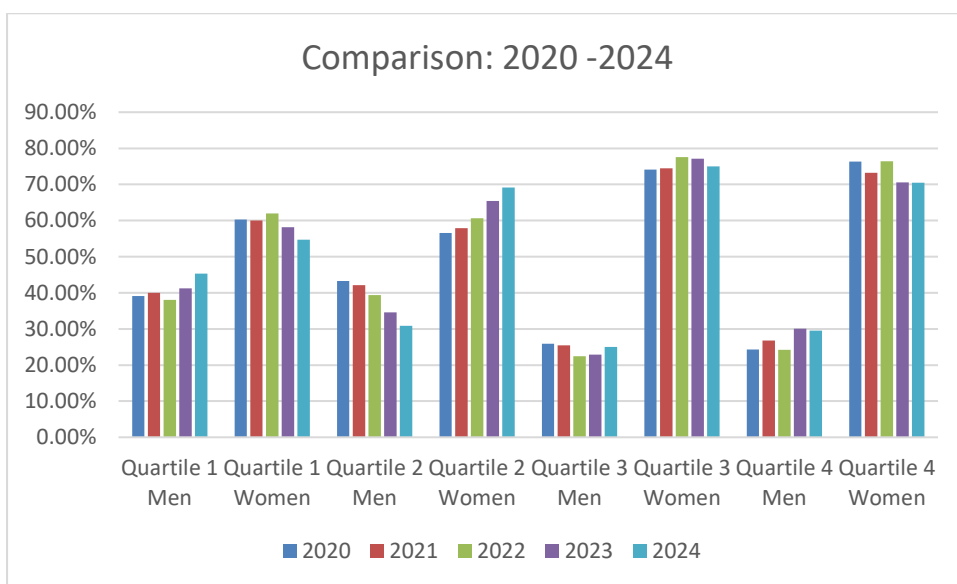
Premises Assistants, Administrators, Library Services and E-Learning Coordinators, Job Coaches, IT first line support, Marketing Executives, Assessors.



Lower hourly pay quartile includes the following types of employment/job roles at Petroc:

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

Comparison of Quartiles: 2020 to 2024



There has been a slight but steady increase in the percentage of men in quartile 1 (upper hourly pay) however in contrast there has been a steady increase in the percentage of women in quartile 2 (upper middle hourly pay).

Meanwhile the percentage of women in quartile 3 and 4, the bottom two quartiles for pay, has remained at 70% or higher over the last 5 year.

WHY HAS PETROC GOT A GENDER PAY GAP?

Petroc does not pay men and women differently for equivalent work, however, as the figures above show, it does have a gender pay gap. That said, over the last 5 years the gender pay gap is getting smaller; a positive trend.

The gender pay gap at the College is largely due to the roles taken up by men and women within Petroc, with more women performing roles in quartile 3 and 4 which are lower paid roles.

Some of the key influences on the gender pay gap is that women more typically than men have breaks from work, for example due to caring responsibilities, that impact on career progression.

Women are also more likely to opt for part time/term-time only work and many part-time roles available across the UK tend to be lower paid than full-time work.

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.

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 in roles across the different quartiles. Petroc will also where possible endeavour to have selection panels including both male and females. Petroc continues to offer flexible 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. 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 both women and men.

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

Petroc will continue to offer flexible 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 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, Nicola Saintey, Director of Organisational Development, confirm that the information in this statement is accurate.

March 2025