



South Bank Colleges Gender and Ethnicity Pay Gap Report 2024

Pay Gap Summary Data

These reports are based on data
snapshots of 31 March 2023

Gender and Ethnicity Pay Gaps Report 2024 South Bank Colleges

South Bank Colleges comprises Lambeth Gateway College and London South Bank Technical College and exist to meet the needs of those that live, work and learn in south London. South Bank Colleges is a diverse organisation with equality, diversity and inclusion (EDI) as a central thread. Monitoring pay gaps improves our understanding of inequality and discrimination and enables us to tackle inequalities in both our organisation and society. Monitoring our pay gaps and voluntarily publishing our ethnicity pay gap reflects the wider LSBU Group's fundamental and shared commitment to EDI. We are committed to publish our Gender and Ethnicity Pay gap reports annually in accordance with the Government requirements.

This report details a number of actions that we have taken over the past year. Our median gender pay gap went up this year, with our mean gender pay gap decreasing slightly. We were pleased that our ethnicity pay gaps decreased this year.

We also increased the proportion of women paid in the upper middle and upper quartiles as well as increase the proportion of BAME staff in the upper middle quartile. There is much more to do, including the actions highlighted in the report, and we will continue to work in partnership with our staff and students to tackle pay inequity and wider structural discrimination.

Fiona Morey, Executive Principal SBC

Terms Explained

This report presents the gender and ethnicity pay gap reports for South Bank Colleges (SBC), also using a snapshot of data from 31 March 2023.

The mean and the median are measures of central tendency within data sets, used as an industry standard to analyse pay gaps. The gender pay gap is the percentage difference between the average pay of men and women across the whole workforce, and the ethnicity pay gap compares the pay of white and racially minoritised groups colleagues using the same methodology.

The gender pay legislation uses a binary definition of gender (male and female) and our calculation of the ethnicity pay gap has used the aggregated grouping of racially minoritised groups. We recognise the limitations of these approaches.

Nevertheless, pay gaps remain a valuable tool for assessing levels of equality in the workplace and how effectively talent is being nurtured.

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.

South Bank Colleges 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;
- provide regular equal pay training for all managers and staff members who are involved in pay reviews; and
- 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. We are committed undertake research to ensure this is the actual case.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). Men are more likely to be in technical and IT-related roles, which are paid more highly than other roles at similar levels of seniority. 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.

However, this pattern from the UK economy as a whole is not reflected in the make-up of our SBC. Most line managers and senior managers are women.

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. However, instead, 71% of the employees in band A are women and 29% men. The percentage of male employees increases throughout the remaining bands, from 33.30% in band B to 35.40% in band D.

Gender Pay Gap Summary

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

- Our mean gender pay gap is 3.80%.
- Our median gender pay gap is 9.10%.

Year	Mean pay gap	Median pay gap
2023	3.80%	9.10%
2022	3.81%	7.57%
2021	2.70%	3.80%

Key = **higher** than previous year, **lower** than previous year.

Between 31 March 2022 and 31 March 2023 the mean and median gender pay gaps had a slight decrease from 3.81% to 3.80%. However, the median gender pay gap increased from and 7.57% to 9.10%.

Further analysis of the pay quartiles at SBC shows that the proportion of women has increased across all quartiles, particularly in the upper quartile which is encouraging. Nevertheless, women remain disproportionately represented in the lower two pay quartiles.

The increase in the median gender pay gap has come from an increase of over 4% in the proportion of women in the lower middle quartile.

Table 1: Pay quartiles by gender

Quartile	Male 2022	Female 2022	Male 2023	Female 2023
Lower	30.00%	70.00%	29.00%	71.00%
Lower Middle	37.77%	62.22%	33.30%	66.70%
Upper Middle	42.22%	57.77%	41.30%	58.80%
Upper	39.32%	60.67%	35.40%	64.60%

This table shows South Bank Colleges 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).

Band	Male 2023	Female 2023	What is included in this band?
A	29.00%	71.00%	<i>All employees whose standard hourly rate is within the lower quartile</i>
B	33.30%	66.70%	<i>All employees whose standard hourly rate is more than the lower quartile but the same or less than the median</i>
C	41.30%	58.80%	<i>All employees whose standard hourly rate is more than the median but the same or less than the upper quartile</i>
D	35.40%	64.60%	<i>All employees whose standard hourly rate is within the upper quartile</i>

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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 10.7%. At 3.80%, our mean gender pay gap is lower than the whole economy.

The median gender pay gap for the whole economy (according to the November 2023 ONS ASHE figures) is 7.7%. At 9.10%, our median gender pay gap is higher than the whole economy.

Table 2: Comparison with other sectors

	South Bank Colleges	2023 ONS ASHE whole economy
Mean gender pay gap	3.80%	10.7%
Median gender pay gap	9.10%	7.7%

Ethnicity Pay Gap Summary

Between 31 March 2022 and 31 March 2023 the ethnicity pay gap decreased. The mean decreased from 14.15% to 13.10% and the median decreased from 15.46% to 13.90%.

Year	Mean pay gap	Median pay gap
2023	13.10%	13.90%
2022	14.15%	15.46%
2021	12.00%	18.35%

The reduction in the SBC pay gaps reflects over a 10% decrease in the number of BAME staff in the lower middle quartile as well as an increase in just under 5% at the upper middle quartile. This is partly as BAME candidates are more likely to apply be interviewed and be appointed to roles at SBC in the lower middle and upper middle quartiles, as in previous years.

Whilst this is encouraging it is important to note that there has been a 5% decrease in the proportion of BAME staff at the upper quartiles. This suggests that more work is needed to support the progression and appointment of BAME staff to the most senior roles. Due to a higher proportion of staff being in the upper middle quartile, this represents a pipeline for SBC to focus on over the coming year.

Quartile	White 2022	BAME 2022	White 2023	BAME 2023
Lower	26.13%	73.86%	21.50%	78.50%
Lower Middle	32.14%	67.85%	41.30%	58.70%
Upper Middle	45.67%	54.32%	41.00%	59.00%
Upper	48.31%	51.68%	53.80%	46.20%

What are we doing to address our pay gap?

We are committed to doing everything we can to reduce the gap. However, we also know this is a difficult task. For example, we have no control over what people choose to study or the career choices that they make.

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, we introduced gender monitoring to understand:
 - 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; and
- the number of men and women still working a year after they took maternity or other parental leave.

Actions from Last Year

Tackling the gender and ethnicity pay gaps is a long-term commitment requiring actions in multiple areas. However, SBC committed to and have completed several actions since the 2023 pay gap reports:

- Work with the wider LSBU Group to implement a formal mentoring scheme to support women and under-represented groups to develop and progress in their careers.
- Investigate options to support leadership development alongside the Management and Leadership Development Programme for Black Staff for other under-represented groups.
- Salary benchmarking with the Association of Colleges and develop a formal policy to ensure that the SBC employment offer is competitive, reducing potential for negotiation. This could include additional benefits such around progression and CPD for support staff.
- Additional work around tight recruitment markets such as construction and engineering, including earlier planning and working with recruitment agencies to encourage a wide range of applicants from diverse backgrounds.
- There have been reviews of two areas where there have traditionally been a number of staff on entry level roles with new enhanced roles created.

Next Steps

Many of the actions from this year will continue during 2023/24 alongside the following additional actions:

- **Learning & Development:** Investigate options to support leadership development for racially minoritised staff in the lower middle and upper middle quartiles.
- **Pay scales review:** The recent review of salaries across SBC concludes all employee are paid above the London Living Wage. We will continue to maintain this position.
- **Pay Audit:** Undertake research to confirm we do not pay men differently for the same or equivalent work.
- **Revising the flexible working policy:** In December 2019, we made big changes to our flexible working policy to make it 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. However, there is a need to further review this policy to ensure it is fit for purpose, meets the needs, and demands of the workforce population and the execution and wider benefits of the policy is understood by management.
- **Supporting parents:** We will develop new guidelines for managers on supporting employees before, during and after maternity and other parental leave. We will also run training for all line managers and senior managers.
- **Outreach:** we will continue to drive our school-partnering initiatives at SBC with local secondary schools, to raise young people's awareness of the different career opportunities available within the technical/vocational sector, and to help dispel any gender-based myths and stereotypes.

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.

Any further initiatives launched throughout the year will be reported on the College intranet.