



Morley College London Gender Pay Report 2021

Introduction

This report sets out the gender pay gap statistics for Morley College in relation to the reporting year of 2021/22.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, **Morley College** is legally required to publish, on an annual basis, specified information relating to their gender pay gap. Employers need to publish six calculations showing:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

The following information has been calculated in accordance with the Regulations.

The gender pay gap

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

It is important to note the difference between equal pay (where roles of equivalent value secure the same salary) and gender pay which looks at the difference across all roles between the average and median pay of males and females.

Organisational context

In February 2020, Morley merged with Kensington and Chelsea College to form the new Morley College London, with learning centres in North Kensington and Chelsea as well as Waterloo. Morley College London is a vibrant, welcoming and diverse educational hub, offering a wide variety of learning, including art and design, music, dance, health, humanities, and languages, to tailored provision for 16-18 year olds. Classes run during the day, in the evening and at weekends, and offer full and part time learning opportunities for adults of all ages, whatever their experience in learning to date. The College delivers thousands of unaccredited specialist and accredited courses, to over 17,000 students each year.

We look to recruit, retain and develop individuals who are professional, committed to education, and put learners' needs first. Currently we employ around 900 staff at Morley.

Our commitment to equality and diversity

The College has a strong commitment to equality, diversity and inclusion. All staff and students are responsible for ensuring that diversity is valued and that all staff promote an inclusive College, which not only meets legal obligations but also helps Morley contribute to social justice and community cohesion.

The College therefore takes its commitment to gender equality seriously and is active in taking steps to ensure that it is an inclusive and diverse place to work and study. Such measures include:

- Widely advertising vacancies.
- A competency based approach to recruitment which includes an “anonymised” shortlisting process with assessment of candidates against objective role related criteria and appointments being made on the basis of merit
- Setting fixed pay scales for roles of the same type across the organisation.
- The provision of equality and diversity training for staff, with specific recruitment and selection training for managers.

Gender Pay Gap

As an organisation employing more than 250 people, Morley College London is required by law to publish gender pay gap information every year showing the difference in average earnings for men and women on the snapshot date of 31 March 2021.

The data for 2021 shows:

Mean gender pay gap	1.56%
Median gender pay gap	1.4%
Mean bonus gender pay gap	Not Applicable
Median bonus gender pay gap	Not Applicable
Proportion of male employees who receive a bonus	Not Applicable
Proportion of female employees who receive a bonus	Not Applicable

Mean gender pay gap

Based on the mean (or average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is 1.6% (rounded to one decimal place), meaning that on average women are paid less than men by 1.6% across the workforce

Median gender pay gap

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is 1.4 % (rounded to one decimal place).

Gender bonus gap

No employees were paid a bonus in this relevant pay period.

Pay quartiles by gender

The following table separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

Band	Males	Female
Lower quartile	9.2%	15.6%
Lower middle quartile	10.0%	15.3%
Upper middle quartile	8.8%	16.1%
Upper quartile	9.2%	15.8%

The College's workforce is largely female, with women making up 63% of staff covered by this report and men 37%. The quartile information shows that women are generally well represented at the College across all pay quartiles. Whilst this is welcome, further more detailed interrogation of the data is needed to understand where the barriers or ceilings on promotion exist. In March 2021, there were no female members of the Senior Leadership Team and this is one area that has already been reviewed and action taken, with a female appointment made in May 2021. Further work is needed to encourage women within Morley to progress their careers with us, and to ensure that we use different routes to market for all roles to promote diversity within the College that reflects our students and the communities we serve.

Action plan to address gender pay disparity

We are committed to reducing, and subsequently closing, any identified gender pay disparity. This commitment, however, is made in line with our understanding that a period of time and exploration of a number of different actions may be needed in order to achieve this aim.

While our gender pay gap remains relatively small, Morley College London is not complacent and is committed to addressing the underlying causes of such a gap.

- Including equality and inclusion statements in our recruitment materials especially for senior roles where women are underrepresented in the College
- Implementing talent pipelines through investment in leadership and development training for our management cohorts
- Exploring flexible working arrangements and working patterns / meeting structures to support a more diverse workforce, including those with caring and parental responsibilities, often women.

Confirmatory statement

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Signed: **Alison McNamara**

Date of statement: 1 March 2022

Name: Alison McNamara

Contact

Please direct any queries relating to this gender pay gap report to *Alison McNamara, Chief People Officer* by contacting them:

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