

WHC Group Gender Pay Gap 2024

The purpose of Gender Pay reporting is to show the difference between the average earnings of males and females. The data below represents the latest Gender Pay Gap data as at the end of March 2024 and will be updated annually.

Table 1: Overall College Pay Gap:

	2024	2023	2022	2021	2020
Mean Gender Pay Gap	0.75%	-4.34%	-4.03%	2.96%	-0.11%
Median Gender Pay Gap	8%	-1.24%	-1.00%	1.96%	2.41%

Table 2: Split of Pay Gap by Quartile:

Quartiles 2024	Females per Quarter	Females %	Males per Quarter	Males %
1st Quartile (Lower)	145	72%	57	28%
2nd Quartile	134	66%	69	34%
3rd Quartile	109	54%	94	46%
4th Quartile (Upper)	132	66%	68	34%
Grand Total	520	64%	288	36%

Overall Commentary

The figures presented are an accurate reflection of the greater number of females employed overall.

The data shows a shift from last year where females on average were paid more than males per hour. This has now shifted with males on average being paid slightly more than females (16p per hour more).

Mean Gender Pay Gap

Table 3: Mean hourly figures split by gender and quartile:

		Gender Distribution		Mean Hourly Value				
Mean	Quartile	Female	Male	Total	Female	Male	Difference	Outcome Statement
	Lower	145	57	202	£12.54	£12.83	−£0.29	Males earn 2.26% more than Females
	Lower Middle	134	69	203	£16.99	£16.98	£0.01	Females earn 0.06% more than Males
	Upper Middle	109	94	203	£20.92	£21.19	−£0.27	Males earn 1.27% more than Females
	Upper	132	68	200	£35.27	£33.22	£2.05	Females earn 6.17% more than Males
	Total	520	288	808	£21.21	£21.37	−£0.16	Overall, Males earn 0.75% more than Females

The data shows that overall males on average within West Herts College earn 16p per hour (0.75%) more than females. This is a shift from the previous year where females on average earned 5p per hour more than males.

In the lower and upper middle quartiles males on average earn more than females (2.26% and 1.27% respectively), however females earn on average more than males in the lower middle and upper quartiles (0.06% and 6.17% respectively). It is noted that in the higher quartile, females earn on average £2.05 per hour more than males, which is reflective of the higher number of females working in the senior team.

Median Gender Pay Gap

Table 4: Median hourly figures split by gender and quartile:

		Gender Distribution		Median Hourly Value				
Median	Quartile	Female	Male	Total	Female	Male	Difference	Outcome Statement
	Lower	145	57	202	£12.00	£12.36	-£0.36	Males earn 2.91% more than Females
	Lower Middle	134	69	203	£17.94	£18.00	-£0.06	Males earn 0.33% more than Females
	Upper Middle	109	94	203	£20.41	£21.11	-£0.70	Males earn 3.32% more than Females
	Upper	132	68	200	£34.20	£33.65	£0.55	Females earn 1.63% more than Males
	Total	520	288	808	£18.14	£19.78	-£1.64	Overall, Males earn 8.29% more than Females

The overall median (mid-point) pay gap shows that males are paid £1.64 per hour more than females (8.29%).

The data shows that in the lower, lower middle and upper middle, males earn more than females (36p per hour, 6p per hour and 70p per hour respectively), however females are paid 55p per hour more in the upper quartile.

Bonus Gender Pay Reporting

During the 12-month collection period for Bonus Gender Pay Gap data, 687 members of staff received one or multiple bonus payments. Three all-staff bonuses were awarded throughout the period to all eligible employees with the maximum bonus payment received at any one time being £500. 121 employees did not receive any bonus payments due to ineligibility.

Bonus payments are pro-rated to reflect staff members' FTEs meaning, that as a higher proportion of male employees work in full time roles, they received a high proportion of bonus payments.

Table 5: Bonus Gender Pay Gap:

	All Staff 23-24
Proportion of Males Receiving a Bonus	85%
Proportion of Females Receiving a Bonus	84%

	All Staff 23-24
Mean Bonus Gender Pay Gap	15.05%
Median Bonus Gender Pay Gap	19.07%

Gender Pay Gap Actions

As part of addressing the gender pay gap the College will continue to implement the working practices listed below:

- Blind recruitment process
- Recruitment panels which are diverse and have at least one neutral member
- Structured interviews for recruitment and selection
- All vacancies are advertised internally
- Apprenticeship levy is utilised where appropriate to assist with the development of employees
- Continually improve the reporting of recruitment and selection and internal progression
- Develop succession planning programme
- Continue to develop the management training and development programme