



Grimsby
Institute

University Centre
Grimsby

GENDER PAY REPORTING

31 March 2019 **all staff**

Male	Female	
Mean Pay per hour	Mean Pay per hour	Difference
£13.29	£11.95	10.08%*

Male	Female	
Median Pay per hour	Median Pay per hour	Difference
£12.43	£10.01	19.47%*

Performance Related Payments were made as follows in the year ending 31 March 2019:

£15871 in total paid to 3 females	0.35% of females (865 total)
£8650 in total paid to 7 males	1.35% of males (518 total)

Pay Quartiles

Q1		Q2		Q3		Q4	
Male	Female	Male	Female	Male	Female	Male	Female
114	232	102	244	138	208	166	179
32.95%	67.05%	29.48%	70.52%	39.88%	60.12%	48.12%	51.88%

Gender Pay-Gap Narrative

In total, 1431 staff (including casual/hourly paid staff were on the payroll as at 31 March 2019. The increase was in casual staff including a large number of additional invigilators.

A negative 10.08% difference between the mean pay per hour for females compared to the mean pay per hour for males was virtually unchanged from 2018 (10.09%). The median rates showed a reduction in the negative difference from 22.85% to 19.47%.

The differences between the TEC Partnership's three main staff groupings (Support, Teaching and Managers) continue to show that the largest gender difference is between support staff which reflects the disproportionate number of females within that group (almost two thirds are female) and the fact that many occupy roles that are traditionally lower paid such as cleaning, security, canteen/refectory, child and student care.

This difference is reflected by examining the numbers of staff per quartile. The numbers and percentages of females in quartiles 1 and 2 continue to heavily outnumber males with females constituting 72.07% and 71.51% respectively.

However the situation is more balanced in quartiles 3 and 4 with females representing 58.94% and 49.58% of all staff respectively.

Increases in the National Minimum Wage including the National Living Wage (which the partnership pays to all staff irrespective of their age) continue to benefit lower paid staff but is also impacting on the salaries of those on NLW and the salaries of staff paid slightly more. The "differentials" between these salaries are rapidly being eroded and additional payments are already being made to some supervisory posts to maintain the difference. This will exacerbate as NLW increases continue to be well above what the Partnership can afford to pay as a cost of living pay increase to all staff.