

Milton Keynes College

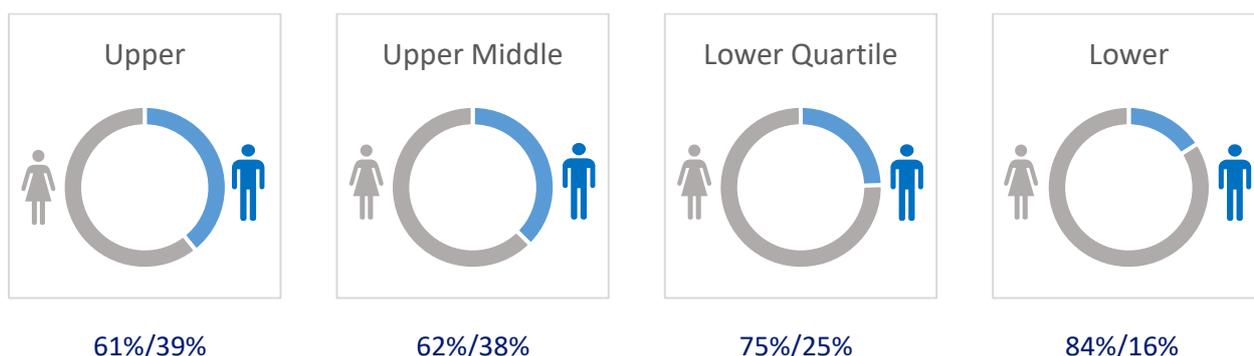
Overall Gender Pay Gap (Data reported in September 2020 for period 04/19 to 04/20)

How we try to make a positive difference

We continue to make progress in delivering our Remuneration strategy, which will enable us to create a framework that is clear in terms of pay levels and career progression routes. We continue to engage with Unions to ensure that this framework is fair, consistent, and transparent in addressing any disparities in pay. In April 2019, our Prison Services contract with the Ministry of Justice was retendered resulting in large-scale TUPE activity both in and out of the organisation. This has resulted in a significant change in our headcount of permanent employees as we reduced to providing education within 19 prisons. Under TUPE, terms and conditions of incoming employees are preserved. Our core challenge is, in line with the national challenge, that too few women are represented in senior positions and addressing this will further reduce the pay gap in all areas.

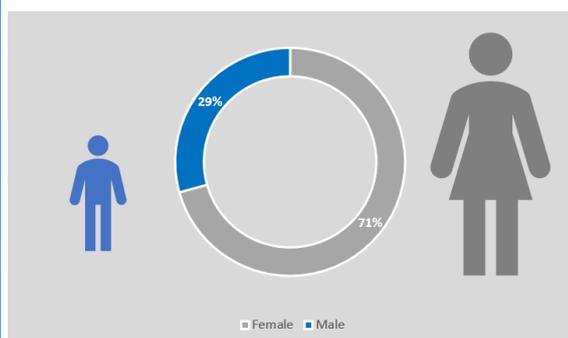
We consider that all our roles could be worked flexibly or on a part time basis making them attractive to male and female and people at different life stages. As part of our commitment to Equality, Diversity and Inclusion, we have undertaken a successful recruitment campaign to appoint a specialist EDI Manager to challenge and develop our practices further. To improve our gender diversity, we actively seek to recruit females into STEM positions. We have also launched a Leadership & Management programme (Transform) which is open to all employees across the organisation and is diverse in its participants. We also note that within our Business Partner areas, SLT is disproportionately male. We therefore need to ensure that progression routes are discussed, and development opportunities provided specifically for women within these areas.

Hourly Pay by Quartile

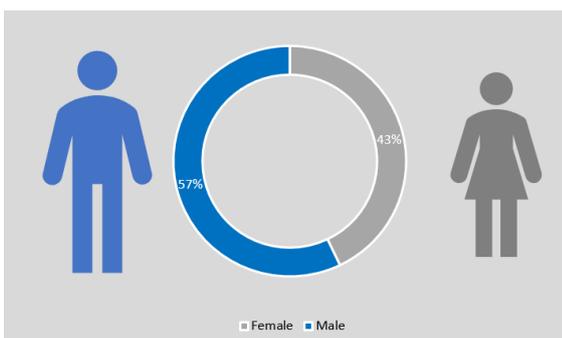


This year's quartile figures are largely the same as our previous reports. The higher % of women in the lower quartile continues to demonstrate that part time and term time only contracts (which are generally less senior) continue to be more attractive to women. The skills of our part time employees are of great value to the College, and we are invested to ensure development and progression opportunities are provided for these employees. We have also increased our engagement with individuals employed on an occasional basis to provide even greater opportunity for flexible working.

Workforce Profile



Women in Senior Leadership Team



Note: Since our last report we have added an Executive Leadership role for the Institute of Technology and started to develop MK College's ability and capacity to operate as a Group.

I can confirm this data is accurate as of November 2020.



Julie Mills (Group CEO & Principal)



David Meadowcroft (Chair of Governors)

Difference between men & women	Mean (Average)	Median (Average)
Gender Pay Gap	10.79%	9.48%
Gender Bonus Gap	51.12%	45.20%

Our mean gender pay gap has increased by 14.9%, which equates to 23p. The median gap has increased by 68.9% for this reporting period, which equates to 60p.

During this period, we paid bonuses to 13 people, 12 of which were to female employees. The one male bonus paid was through a TUPE agreement. A breakdown of bonuses issued can be found below.

These data represent a total workforce headcount of 928. Our recruitment & retention practices continue to promote and take positive action in relation to equality, diversity and inclusion for the benefit of our colleagues and our students' experience of learning with MK College.

Overall Gender Pay Gap Figures by Quartile

19/20	Female	Male	Total	Difference	Difference (%)
Headcount	656	272	928		
% of Overall Headcount	70.69%	29.31%			
Mean Hourly Rate	£14.64	£16.41	15.15	-£1.77	10.79%
Median Hourly Rate	£14.03	£15.50	£14.46	-£1.47	9.48%
Lower Quartile					
Headcount	195	37	232		
% of Quartile Headcount	84.05%	15.95%			
Mean Hourly Rate	£10.05	£10.21	£10.08	-£0.16	
Median Hourly Rate	£10.15	£10.34	£10.15	-£0.19	
Lower Middle Quartile					
Headcount	175	57	232		
% of Quartile Headcount	75.43%	24.57%			
Mean Hourly Rate	£13.23	£13.43	£13.28	-£0.20	
Median Hourly Rate	£13.36	£14.12	£13.36	-£0.76	
Upper Middle Quartile					
Headcount	145	87	232		
% of Quartile Headcount	62.50%	37.50%			
Mean Hourly Rate	£15.59	£15.70	£15.63	-£0.11	
Median Hourly Rate	£15.34	£15.50	£15.50	-£0.16	
Upper Quartile					
Headcount	141	91	232		
% of Quartile Headcount	60.78%	39.22%			
Mean Hourly Rate	£21.74	£21.47	£21.63	£0.27	
Median Hourly Rate	£19.35	£18.93	£19.05	£0.42	

Detailed Bonus Amounts Issued

Amount	Gender	Reason	Bonus	Female	Male	Total	Difference	Difference (%)
£72.67	Female	Graduate Salon Incentive						
£227.89	Female	Graduate Salon Incentive						
£274.45	Female	Graduate Salon Incentive						
£694.38	Female	Graduate Salon Incentive						
£735.23	Female	Recognition Bonus						
£735.23	Female	Recognition Bonus						
£1,456.73	Female	Project Set-up						
£1,470.45	Female	Recognition Bonus						
£1,470.45	Female	Recognition Bonus						
£1,470.68	Female	Recognition Bonus						
£1,470.72	Female	Project Set-up						
£1,652.95	Female	Recognition Bonus						
£2,000.00	Male	Retention Payment (TUPE)						
			Number	12	1	13		
			% of Headcount	1.83%	0.37%	1.40%		
			Bonus Total	£11,731.83	£2,000	£13,731.83		
			Mean Bonus Amount	£977.65	£2,000	£1,056.29	£1,022.35	51.12%
			Median Bonus Rate	£1,095.98	£2,000	£1,456.73	£904.02	45.20%