



Access Creative College Gender Pay Gap Report

2022

01/04/2023



CONTENTS

GENDER PAY GAP STATEMENT	2
LEGISLATIVE REQUIREMENTS	2
ACCESS CREATIVE COLLEGE GENDER PAY GAP	3
The mean and median explained	3
Gender pay gap vs equal pay	4
Gender pay gap	4
Recruitment	5
Actions	5
Review	6



GENDER PAY GAP STATEMENT

ACC is committed to building a fair and inclusive workplace where all employees who are essential to the success of the business and our learners can achieve their full potential.

In order to achieve this we must take appropriate actions, based on data and data analysis to allow us to both benchmark ourselves against UK population and sector specific metrics and to set realistic and achievable milestones for our journey.

We do not pay people differently on the basis of their ethnicity, gender or any other protected characteristics. Pay gaps exist because different groups are represented unequally in the workforce. From a gender perspective, ACC still has too few women at all levels of the Company and especially at senior levels.

We all want a workplace that more accurately reflects the communities in which we operate and the learners who are seeking qualifications to enable them to succeed in their future creative careers.

We also believe that the College should be a place where the very best people can nurture, support and develop the Creatives of the future and always seeks to appoint, retain and develop appropriately skilled and qualified staff regardless of their background or status. We recognise that seeking to do so in a way which also moves us towards a fully inclusive workplace will take time. However we remain committed to making progress on inclusion now and for the future.

LEGISLATIVE REQUIREMENTS

Gender pay gap legislation requires employers in the United Kingdom with 250 employees or more to calculate and publish on an annual basis gender pay gap data. This must be taken on the basis of data on the 5th of April each year. The specific information we are required to publish needs to include:

- Mean and median gender pay gap (based on an hourly rate of pay on 5th April 2022)
- Mean and median bonus gender pay gap (considers bonus pay received in the 12 months leading up to the 5th of April 2022)
- Proportion of men and women receiving a bonus payment
- Proportion of men and women in each quartile pay band (looking at the proportion of 4 pay bands when we divide our workforce into 4 equal parts)

The gender pay gap is expressed as a percentage of male earnings (e.g. women earn x% less than men).

As this is our second report, this report also includes comparison figures from our 2021 report and analysis of any changes as appropriate.



ACCESS CREATIVE COLLEGE GENDER PAY GAP

Gender pay gap	ACC 2021	UK economy 2021	ACC 2022	ONS Estimated 22 Gender Pay Gap
Mean	11.69%	11.9%	12.05%	11.3%
Median	8.95%	7.9%	8.54%	8.3%
Bonus pay gap				
Mean	7.01%		12.75%	
Median	(2.73%)		(3.33%)	
% Employees receiving a bonus				
Male	7.8%		5.12%	
Female	5.6%		4.92%	

The mean and median explained

Mean pay gap: the mean pay gap is the difference in the arithmetic average hourly paid for women compared to men within the College.

Median pay gap: The median represents the middle point of a population. If you lined up all our women and all our men in order of the hourly rate at which they are paid, the median pay gap is the difference between the hourly rate for the middle woman compared to that of the middle man.

The mean and median are important metrics and need to be looked at together. However, the mean can be skewed by fewer individuals earning more in the upper ranges.



Gender pay gap vs equal pay

A gender pay gap is a measure of the difference between the average earnings of men and women (irrespective of roles or seniority). Equal pay is our legal obligation as an employer to give men and women equal pay for equal work.

Quartile	April 2021				April 2022			
	Male	Female	Male	Female	Male	Female	Male	Female
Upper (75-100%)	53	26	67%	33%	66	22	75%	25%
Upper Middle (50-75%)	55	25	69%	31%	66	23	74%	26%
Lower Middle (25-50%)	50	30	63%	37%	57	32	64%	36%
Lower (0-25%)	43	37	54%	46%	49	39	56%	44%
			201	118			254	122

Our gender pay gap is not a result of equal pay issues, as we have a gender neutral approach to pay across all levels of the organisation. The numbers of men to women at higher levels of the organisation have risen to 3:1 with lower levels of the organisation only seeing marginal changes in gender mix.

Gender pay gap

Our 2021 and 2022 figures show that we do have a gender pay gap and in part a gender bonus gap, although there is still a positive variance in favour of women when it comes to bonuses received in the reference period.

We understand why we have a gender pay gap at ACC. It is mainly due to the levels of female representation overall and in particular at senior/leadership positions and a more equal distribution of men and women at the lowest levels. A more balanced distribution of men and women at all levels will be needed to narrow and ultimately eliminate the gap.

Initial analysis of our recruitment and candidate attraction suggests that the pattern of representation in our workforce is replicated in the proportions of applicants of each gender with significantly more male than female applicants for roles. In part this may be linked to the nature and type of curriculum offered, sports, computing, and games alongside our music and media offers, or the nature of the roles themselves being location specific may also be contributory factors in this imbalance.



Recruitment

We have reviewed our recruitment profile for the 2020/2021 and 2021/2022 years, which nationally was as follows:

Gender	Applicants		Interview		Hire	
	2021	2022	2021	2022	2021	2022
Male	69.1%	67.6%	55.4%	61.4%	51.9%	61.9%
Female	29.7%	30.3%	42.3%	38.6%	48.1%	36.9%
Not Disclosed	1.2%	2.1%	2.3%			1.2%

Whilst there are some regional variations, at each stage, these are not significant and are broadly in line with the profile above.

Whilst there was a slight increase in the numbers of female applicants this is not reflected in the subsequent stages for interview and appointment. In the context of actions to address the gender pay imbalance, more needs to be done to attract female applicants to roles and to improve the ratios progressing through the stages to final hire.

An increase in numbers of female applicants progressing through the process to hire regardless of level will contribute to closing the gender pay gap overall and in particular appointments of increased numbers of females to higher paid roles needs to be significantly improved to tackle the imbalance of representation in more senior and higher paid roles.

Actions

Recruitment

We will consider the introduction of blind recruitment processes to remove candidate gender and other diversity identifiers at pre interview stages.

We will try to ensure that wherever possible there is an appropriate diversity balance of the membership interview panels engaged in the recruitment process. This will allow for a more balanced decision making process with a broader representation of views, knowledge and experience when reaching decisions.

We will review recruitment sources to identify gender positive sites to promote higher female engagement with our employment opportunities.

We will consider a programme of recruitment based on encouraging women returners to careers aligned with flexible working arrangements, including compressed hours, term time working and job share arrangements at all levels of the business including senior positions.



Retention and Progression

We will consider the use of career progression pathways and fast track for female staff together with the provision of targeted and specific training to allow staff to progress.

We will review and introduce a range of gender-sensitive policies to respond to the needs and interests of both women and men in their structures, operations, methods and work, and seek to remove barriers to women fulfilling their potential.

Examples of which are:

- Menopause Policy
- Compressed Hours, flexible working and term time only roles
- Job Share
- Enhancing provisions for shared parental leave to encourage participation in the scheme.

We will consider options for ring fencing a proportion of progression roles to internal candidates, aligned with the areas of skills and knowledge development of female employees.

We will determine if it is possible to set a range of incremental targets for female representation in senior roles and the higher pay bands and monitor our progress against them.

We will continue where possible with the introduction of wider employment benefits, including health and wellbeing, discounts, together with the further enhancement of parental leave policies and pay linked to enhancing the College as an employer of choice and a good place to work.

Undertaken awareness raising of female employee issues, encouraging greater openness and support and analysis of employee data to identify issues and areas of concern.

Offer mentoring and coaching to female staff from appropriate internal and external female role models.

Review

Progress against agreed actions and any targets set to be monitored quarterly and the results published in future reports including analysis and trend data for comparative purposes annually as part of this report.