

Gender Pay Gap Report 2023

The Mansfield Gender pay gap is heavily influenced by the gender mix at different grades of staff or different types of employment. In our case the pay gap is also very heavily influenced by the impact of external tutors on the data. There are a number of reasons why they are so influential, all of which have little or nothing to do with our employment or remuneration practices:

- They are very large in number relative to full time, Permanent or regular employees;
- Their weighting in the average is the same as a full time employee even though in many cases their work amounts to just a handful of hours;
- Their gender mix is in a sense random – dependent on who was available and appropriate to teach a given subject at the applicable payroll date;
- Their rate of pay is not set by colleges and will vary according to factors which are entirely unrelated to the gender of the tutor, such as class size.

Mansfield's Gap

Mansfield College's gender pay gap as assessed on 31st March 2023 is as follows:

Based on the mandated payroll date, and recognising all of the considerations set out above, Mansfield has a gender pay gap favourable to male employees using the mean average and the median average:

- Average gender pay gap as a mean average is £0.48 per hour (£24.47 female and £24.95 male). This represents a % 0.02 difference.
- Average gender pay gap as a median average is £2.23 per hour (£15.84 female and £18.07 male). This represents a 0.14% difference.

The differences are relatively small, although they have increased slightly since last year whereby at the median average, men and women got paid the same and the gender pay gap actually favoured females when using the mean average (by 6.46%).

Workforce

Mansfield employed a total of 275 people across all aspects of the College's business. 132 women and 143 men as of 31st March 2023 broken down as follows.

- Non-Academic Females- 79
- Non-Academic Males -59
- Academic Males - 84
- Academic Females- 53

Pay Quartiles





The tables below sets out the proportions of men and women employed within each quartile of the College’s payroll.

By quartile	Female	Male	% Female	% Male
First quartile (lowest hourly rate)	42	27	60.87%	39.13%
Second quartile	34	35	49.28%	50.72%
Third quartile	26	43	37.68%	62.32%
Fourth quartile (highest hourly rate)	30	38	44.12%	55.88%

Bonus Pay

Although we do have a conference bonus, it does not fall under the definition of a bonus for gender pay gap reporting. As it does not involve any element related to individual performance or organisational profit it is to be treated as a shift premium, not as a bonus. We will not, therefore, be reporting against the bonus elements of the report.

Workforce

Mansfield employs a total of 263 people across all aspects of the College’s business. 118 women and 145 men.

I confirm that the data set out above is accurate and has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information).

Clem Brohier
28.03.2024

