

## Gender Pay Gap 2018

### Why Report on Gender Pay?

From 2017 onwards, the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires UK organisations with 250 or more employees, to publicly report the differences between the average earnings of men and women in the organisation.

The regulations require the College to publish the gender pay gap position at a 'snapshot date', which for the College is 31 March of each year. There are six specific ways in which the College is required to report this data:

1. **Mean gender pay gap:** The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
2. **Median gender pay gap:** The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
3. **Mean bonus gap:** The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
4. **Median bonus gap:** The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
5. **Bonus proportions:** The proportions of male and female relevant employees who were paid bonus pay during the relevant period.
6. **Quartile pay bands:** The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

The gender pay gap differs from equal pay. The gender pay gap is a measure of the difference between average pay of men and women across the organisation, whereas equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

## The Data Used

1. The data used for this exercise has been taken from March 2018's payroll, which includes the snapshot date of 31 March 2018, in line with the regulations.
2. Data includes all employees who are paid on a substantive or fixed term basis as well as College Casual and Sessional Staff.
3. For Casual and Sessional staff who do not have a regular number of weekly hours, an average of the number of hours worked over the preceding 12-week period has been used.
4. The data includes basic pay and all allowances (including market pay supplement payments and shift pay allowances).
5. The data does not include overtime pay, maternity pay, redundancy or termination payments or non-cash benefits (e.g. those paid through salary sacrifice such as childcare vouchers).
6. For the purposes of this report, a pay period of one month equates to 30.44 days (as specified in the regulations).
7. In line with the regulations employees have been separated into two categories of people:
  - 7.1. **Relevant employees:** each individual job-holder employed by the College at the snapshot date (31 March 2018). This is a total of 463 employees.
  - 7.2. **Full Pay relevant employees:** a relevant employee who is employed by the College and is receiving 'full-pay' during the specified pay period. This equates to a total of 434 employees, of which 143 are males (32.9%) and 291 are females (67.1%). Where an employee is being paid less than their usual rate of pay or zero (i.e. due to maternity or sickness) then they are not classed as a 'full-pay relevant employee' for the purposes of the report.

**Mean Gender Pay Gap:**

Gender	Number of staff <i>(full-pay relevant employees)</i>	Mean hourly rate of pay	Mean Gender Pay Gap %
Female	291	£13.57	23.3%
Male	143	£17.70	

**Median Gender Pay Gap:**

Gender	Number of staff <i>(full-pay relevant employees)</i>	Median hourly rate of pay	Median Gender Pay Gap %
Female	291	£11.10	37.1%
Male	143	£17.65	

**Mean Bonus Pay Gap:**

Gender	Number of staff <i>(relevant employees who received a bonus)</i>	Mean bonus rate of pay	Mean Bonus Pay Gap %
Female	277	£486.20	33.1
Male	141	£727.20	

**Median Bonus Pay Gap:**

Gender	Number of staff <i>(relevant employees who received a bonus)</i>	Mean bonus rate of pay	Mean Bonus Pay Gap %
Female	277	£410.60	48.9%
Male	141	£803.10	

**Bonus Proportions:**

Gender	Number of staff paid a bonus	% paid a bonus
Female	277	90.8
Male	141	89.8

**Quartile Pay Bands:**

Quartile	Number of staff <i>(full-pay relevant employees)</i>	% of Males	% of Females
Upper	109	47.7%	52.3%
Upper Middle	108	46.3%	53.7%
Lower Middle	108	30.6%	69.4%
Lower	109	7.3%	92.7%

## **Conclusion**

The overall, College workforce is predominantly female, with 67.1% female staff compared to 32.9% male staff. However, the male and female workforce is fairly evenly balanced in the upper and upper middle quartile pay bands.

The mean gender pay gap is 23.3% lower pay for women and a median gender pay gap of 37.1% lower for women.

The College aims to provide flexible employment opportunities and opportunities which reflect the community it serves. There are a larger proportion of part-time roles (including term-time working patterns) available within the lower and lower middle quartile pay bands than there are in the upper middle and upper quartile pay bands. 81% of the roles within the lower quartiles are occupied by women (176 female staff compared to 41 male staff) which is reflective of society norms that still see women traditionally taking on a higher proportion of childcare or dependent care responsibilities than males; therefore they are more likely to work in a part-time role.

Having a predominantly female workforce means that small changes in the male workforce can have a significant impact on the gender pay gap. Based on how the gender pay gap is calculated, if the College were to employ more men in the lower pay quartiles, while keeping the overall number of staff constant, this would act to reduce the gender pay gap.

The College undertakes an equal pay review annually and is confident that women and men are paid fairly and equally, when pay is analysed by work of equal value. In relation to the gender pay gap, it is important to note that the College directly employs a number of commercial areas including nurseries and catering, where this work is often outsourced in other organisations. However, the majority of roles at the College are assigned to a pay grade (ranging from administrative to senior managerial, according to the level of responsibility and type of work and responsibility required at each level). Movement through pay grades is, therefore, incremental which means that, irrespective of gender, an employee will earn a higher rate of pay the longer they remain in the same role within the organisation.