

GENDER PAY GAP REPORT 2022

INTRODUCTION

The College is required to report and publish its gender pay gap data each year. This report provides the College Gender Pay Gap as at 31 March 2022 for publishing March 2023.

THE PAY GAP

Mean Gender Pay Gap between females and males	8.2%
Median Gender Pay Gap between females and males	23%

EMPLOYEE BONUSES

Bonus gender difference mean %	Bonus gender difference median %	Proportion of employees receiving a bonus M/F %
0	0	0

PAY QUARTILES

Proportion of Each Male and Female in Each Quartile	Male %	Female %
Lower Quartile	32%	68%
Lower Middle Quartile	24%	76%
Upper Middle Quartile	44%	56%
Upper Quartile	42%	58%
Total	35%	65%

The mean gender pay gap has remained consistent over the past two years and now stands at 8.2% (8.4% (2021) 8.5% (2020) and 9.2% (2019)), and the Median Pay Gap has remained consistent over the same period.

Following completion of the previous gender pay action plan, a further plan has been put together, as below which remain the focus for the next 12 months.

GENDER PAY ACTION PLAN

ACTIONS	RESPONSIBILITY
Develop and implement a menopause policy to further support female employee progression and retention in the workplace	Head of HR
Increase the use of case studies/ promotional material to promote roles/ areas of work where there is gender inequity within those roles, for example, STEM based roles and support positions	Head of HR and Director of Marketing
Enhance the College Employer Brand to promote our approach to Diversity, Equity and Inclusion (DE&I) in recruitment literature	Head of HR
Inclusion of unconscious bias training in equality, diversity and recruitment training to raise awareness of and reduce gender bias	Head of HR and Director of Quality of Innovation
Continued commitment to ensuring family friendly policies are available to provide the flexibility and support employees need at work	Head of HR