

GENDER PAY GAP REPORT 2017

INTRODUCTION

The UK Government introduced legislation last year which meant that all organisations with over 250 employees are required to publish data in relation to gender pay in a prescribed manner. The College is required by statute to publish gender pay gap data by the 31 March 2018 based upon a snapshot taken from 31 March 2017.

The context of the gender pay reporting is that the Office for National Statistics calculated the pay gap for all employees across the country in 2016 was 18.1%, the public sector was 18.3% and the private sector pay gap for the same period was 24.5%; non-profit organisations were 23.5%.

THE PAY GAP

The College has completed this exercise and below is the outcome:-

Mean Gender Pay Gap between females and males	7.61%
Median Gender Pay Gap between females and males	16.44%

EMPLOYEE BONUSES

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

On the snapshot date there were no employees in receipt of bonus pay.

PAY QUANTILES

The College has undertaken a breakdown of the proportion of men and women in each of the four pay band quartiles as follows:

Proportion of Males and Females in Each Quartile

	Male %	Female %
Lower Quartile	32%	68%
Lower Middle Quartile	27%	73%
Upper Middle Quartile	35%	65%
Top Quartile	51%	49%
Total	36%	64%

This demonstrates that female staff dominate all quartiles except, the top quartile.

The context is that the population of the College workforce is 63.64% female and 36.66% male. The College has a single pay spine and staff performing the same or equivalent roles are placed in the same pay grade. The proportion of the total female staff in administrative, cleaning and site maintenance services which represent roles in the lower and lower middle quartiles is higher than that of the proportion of male staff. Of the total number of female staff the proportion who are managers which is represented in the top pay quartile is 4.7% compared to 6.73% of the male workforce who are in management positions. Therefore the challenge faced by the College in relation to the gender pay gap is occupational segregation.