

GENDER PAY GAP REPORT 2018

INTRODUCTION

The UK Government introduced legislation 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 31 March each year based upon a snapshot taken from 31 March the previous year. This relates to data captured on 31 March 2018.

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 2017 was 18.4%.

THE PAY GAP

The College has completed the exercise for 2018 below is the outcome:-

Mean Gender Pay Gap between females and males	10.49%
Median Gender Pay Gap between females and males	18.02%

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 Each Male and Female in Each Quartile

	Male %	Female %
Lower Quartile	31%	69%
Lower Middle Quartile	23%	77%
Upper Middle Quartile	46%	54%
Upper Quartile	44%	56%
Total	36%	64%

This demonstrates that female staff dominate all quartiles, however are in the greatest proportion in the lower quartiles.

The context was that the population of the College workforce is 63.94% female and 36.06% male. The College has a single pay spine and staff performing the same or equivalent roles are placed in the same pay grade. Whilst the gender pay gap has increased from March 2017 (Mean gender pay gap 7.62%, Median gender pay gap 16.44%), there appears to be no real significant change other than an increased proportion of female staff populating the lower grades. The split in the upper middle and upper quartile remains even, with a slightly higher proportion of females in these categories. Therefore, the result is still impacted by elements of occupational segregation e.g. the College's cleaning staff (all part time), which was insourced a few years ago, are paid at the lowest pay grade is predominantly female, whilst the majority of male staff can be found in higher paid roles e.g. on academic grades. The College already uses skill-based assessment tasks in recruitment, structured interviews for recruitment and promotions, publishes salary ranges as part of the recruitment process, has an Equality and Diversity Manager and a Single Equality Committee. The College has reintroduced an Aspiring Managers programme and graduate internship programme to support the closure of the gap in the higher graded positions, which it will continue in the forthcoming year to fill vacancies which arises.