

# Gender Pay Gap Report as at 31 March 2018

## Introduction

Employers with 250 or more employees are required to publish gender gap information. There are two sets of regulations. The first is mainly for the private and voluntary sectors (taking effect from 5 April 2017) and the second is mainly for the public sector (taking effect from 31 March 2017).

Employers will have up to 12 months to publish their gender pay gaps.

Gender pay gap differs from equal pay as it shows the differences in the average pay between men and women in the organisation, not the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

The gender pay shows the difference between the average (mean and median) earnings of men and women. This is expressed as a percentage of men's earnings. It is a valuable tool to assess the levels of equality in the work place, and how effectively talent is being maximised.

## The Legislation

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Under the regulations, there are six calculations that the college is required to report on. These are:

1. Average gender pay gap as a mean average
2. Average gender pay gap as a median average
3. Average bonus gender pay gap as a mean average
4. Average bonus gender pay gap as a median average
5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. Proportion of males and females when divided into four groups ordered from lowest to highest (quartiles)

## Data Definitions

Employees for the purpose of this report exclude anyone with no contracted hours, i.e. the Colleges sessional and casual staff as well as any contractors and agency staff.

Employees included need to have been employed at the College on 31<sup>st</sup> March 2017 and be receiving 'full pay' during the specified pay period. Where an employee is being paid less than the usual rate of pay (i.e. due to maternity or sickness) then they are not classed as a full pay relevant employee for the purpose of this report.

The hourly rate is calculated as the sum of base pay, holiday pay, sick pay, maternity pay, other contractual payment, i.e. allowances, within the relevant pay period.

Each person counts as one employee for gender pay reporting purposes (i.e. the analysis is based on head count not contracted hours).

Gender is based on the gender identification the employee has provided for the HR/Payroll database.

For the purpose of this report as specified in the regulations, a pay period of one month equates to 30.44 days (for comparative purposes please note the college normally uses 30.41 days)

### **1. Mean gender pay gap**

The mean hourly rate of all male full pay relevant employees is £17.75

The mean hourly rate of all females full pay relevant employees is £16.06

The difference is £1.69 per hour

$$\begin{array}{ll} \text{Male mean – female mean} \times 100 & \frac{17.62 - 16.10}{17.62} \times 100 \\ \text{Male mean} & 17.62 \end{array}$$

**The gender pay gaps is 8.6%**

### **2. The Median gender pay gap**

The median hourly rate of pay for all male full-pay relevant employees is £19.20

The median hourly rate of pay for all female full-pay relevant employees is £15.66

$$\begin{array}{ll} \text{Male median – female median} \times 100 & \frac{19.20 - 15.66}{19.20} \times 100 \\ \text{Male median} & 19.20 \end{array}$$

Note this is unchanged since last year.

**The median gender pay gap therefore equates to 18.4%**

### **3. Average bonus gender pay gap**

The college did not make any bonus payments in the period covered by this survey

### **4. Average bonus gender pay gap as a median average**

The college did not make any bonus payments in the period covered by this survey

### **5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment**

The college did not make any bonus payments in the period covered by this survey

### **6. Proportion of males and females when divided into four groups ordered from lowest to highest**

**Pay quartiles by gender (quartiles) - 31<sup>st</sup> March 2018**

Pay Quartile	Males	Females	Total	Proportion of men %	Proportion of women %
Lower £7.05- £12.25	20	46	66	30.3	69.7
Lower Middle £12.33- £16.70	23	43	66	34.9	65.1
Upper Middle £16.70- £19.20	33	33	66	50	50
Upper £19.20-£63.88	32	33	65	49.2	50.8
<b>Total</b>	<b>108</b>	<b>155</b>	<b>263</b>	<b>41.1</b>	<b>58.9</b>

**Proportions of male & females in each pay quartile**

