



GENDER PAY REPORT

March 2018

1. Introduction

The Grŵp has a responsibility to publish data showing the difference between the average earning of men and women in the workforce as stipulated in Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Data must be published in an agreed format:

1. Average gender pay gap as a mean average
2. Average gender pay gap as a median average
3. Average bonus pay gap as a mean average
4. Average bonus pay gap as a median average
5. Proportion of male and female staff receiving bonus payments
6. Proportion of male and female staff distributed within four quartile groups within a range starting from the lowest pay

2. What is the gender pay gap?

Gender pay gap differs from equal pay. Equal pay relates to the differences in pay between men and women undertaking the same role or similar work of equal value. The Gender pay gap shows the differences in the average pay between men and women employed by the Grŵp.

The Grŵp adheres to nationally agreed pay scales for lecturers and management staff. The introduction of a nationally agreed pay scale for business support staff is imminent.

3. Scope of the report

The data for this report is based on the payroll data for March 2018 with salaries paid on 22nd March 2018. It encompasses information relating to all employees registered at this date. It does not include information about staff who were not in receipt of their normal contractual pay and details of overtime payments and other non-contractual pay has also been excluded.

At the relevant date the college employed 1667 staff and receiving "full pay" as determined by the reporting requirements. 1018 employees are female (61%) and 649 are male (39%).

4. Findings

4a. Average gender pay gap as a mean average

The mean hourly rate of pay for male employees was £ 14.98 and for females was £ 14.09.

The mean gender pay gap was therefore 5.94%

4b. Average gender pay gap as a median average

The median hourly rate for male employees was £ 13.76 and for females was £ 12.49

The median gender pay gap was therefore 9.22%

4c. Average bonus pay gap as a mean average

No bonus payments have been made

4d. Average bonus pay gap as a median average

No bonus payments have been made

4e. Proportion of male and female staff receiving bonus payments

No bonus payments have been made

4f. Proportion of male and female staff distributed within four quartile groups within a range starting from the lowest pay

For the purposes of this report the lower quartile band consists of 416 employees with each of the three other quartiles consisting of 417 employees each.

- The lower quartile included 138 male employees (33.1%) and 278 female employees (66.9%)
- The lower middle quartile included 149 male employees (35.7%) and 268 female employees (64.3%)
- The upper middle quartile included 125 male employees (29.9%) and 292 female employees (70.1%)
- The upper quartile included 236 male employees (56.5%) and 181 female employees (43.5%)

5. Conclusions

This is the Grŵp's first review of the gender pay gap

It is apparent that the proportion of male employees and female employees in each of the three lower quartiles is roughly the same i.e. 35% male to 65% female employees. The ratio within the upper quartile however is markedly different with 56.5% of the employees within this category being male and only 43.5% being female.

There are contributing factors to explain these differences:

- a. The Grŵp does employ a substantial number of part time staff on annualised or fixed term hourly paid contracts. In the main these posts cover the normal college terms only with no requirement to work during holiday periods. Such posts are seen to attract female staff who may have other priorities and responsibilities.
- b. The curriculum offer does include theoretical and practical courses in traditionally male dominated trades and industries. Many of these trades offer more lucrative salaries outside the education sector and there is difficulty in recruiting suitable staff to deliver these courses. In many of these cases posts are offered outside of normal appointing salary procedures i.e. higher than normal starting salaries but still within the relevant pay grades. The Grŵp will continue in its efforts to attract females into these roles and conversely attract males into curriculum areas consisting mainly of females e.g Hair and Beauty Therapy.
- c. The Grŵp management team consists of 80 employees and is fairly evenly balanced – 43 male employees (53.75%) and 37 female employees (46.25%). The Grŵp's Strategic Management team consist of an equal number of males and female employees – 12 of each.

The Grŵp will monitor the Gender Pay Gap through its Equality and Diversity Panel and form initiatives and actions in response to the findings of the Report as required.

DO 27.3.2018