

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 as 18.1%. Analysing by sector; the public sector was 18.3%; the private sector pay gap for the same period was 24.5% and non-profit organisations were 23.5%.

THE PAY GAP

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

Mean Gender Pay Gap between females and males	1.2%
Median Gender Pay Gap between females and males	7.9%

EMPLOYEE BONUSES

The College has completed this exercise and the table below demonstrates that on the snapshot date there were no employees in receipt of bonus pay.

Bonus Gender Difference Mean %	Bonus Gender Difference Median %	Proportion of employees receiving a bonus M/F %
0	0	0

PAY QUANTILES

The College has undertaken a breakdown of the proportion of men and women in each of the four pay band quartiles as highlighted below. The table below demonstrates that female employees dominate all quartiles, except the upper middle quartile.

Proportion of Males and Females in Each Quartile

Quartile	Male %	Female %
Lower Quartile	35.1	64.9
Lower Middle Quartile	36.8	63.2
Upper Middle Quartile	50.7	49.3
Top Quartile	43.4	56.6
Total	41.5	58.5

The context is that the gender split of the College workforce is 58.5% female and 41.5% male. The College has a single pay spine and employees performing the same or equivalent roles are placed in the same pay grade. The proportion of the total female staff in administrative and cleaning services which represent roles in the lower and middle quartiles is higher than that of the proportion of male staff. In the top quartile, the proportion of female staff is higher than the male staff. This is due to the relatively high number of females who are in senior management positions. Internal promotion of staff may be a contributory factor for this. The challenge therefore, faced by the College in relation to the gender pay gap is occupational segregation.