



Gender Pay Gap Report 2017

Introduction

The College is required by law to carry out Gender Pay Reporting under the specific duties of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. These regulations underpin the Public Sector Equality Duty. Gender Pay Reporting involves six calculations of the difference between the average earnings of men and women across the institution.

All employers with 250 or more employees from the private, public ntar0 g0 G[q8(1 l0 G[w]15(i)5(t)-4l0 Gr

Gender Pay Gap

The hourly mean and median pay gap in the College is 30% and 31.8% respectively. This gap does not show that women and men are being paid differently for equal work, but indicates that there is a higher proportion of women in junior grades and a lower representation of women at senior levels compared to male staff. This is confirmed by the supplementary analysis presented in Figure 2.

Figure 1

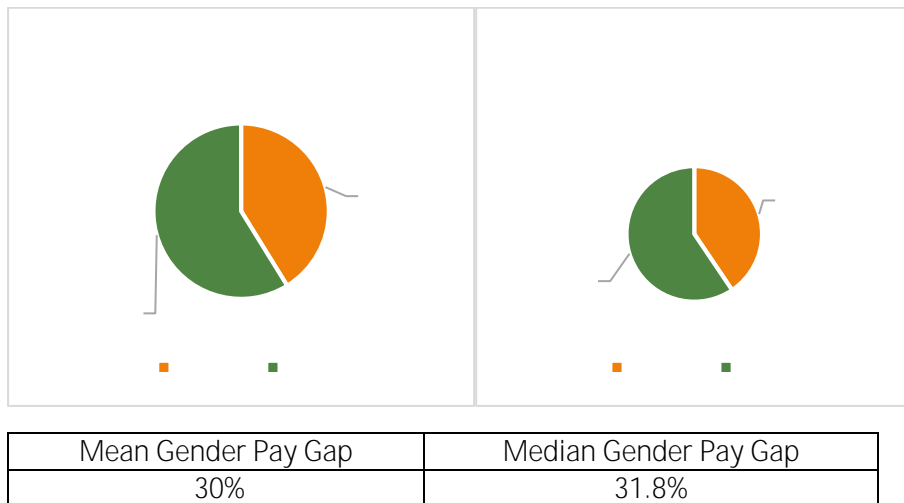
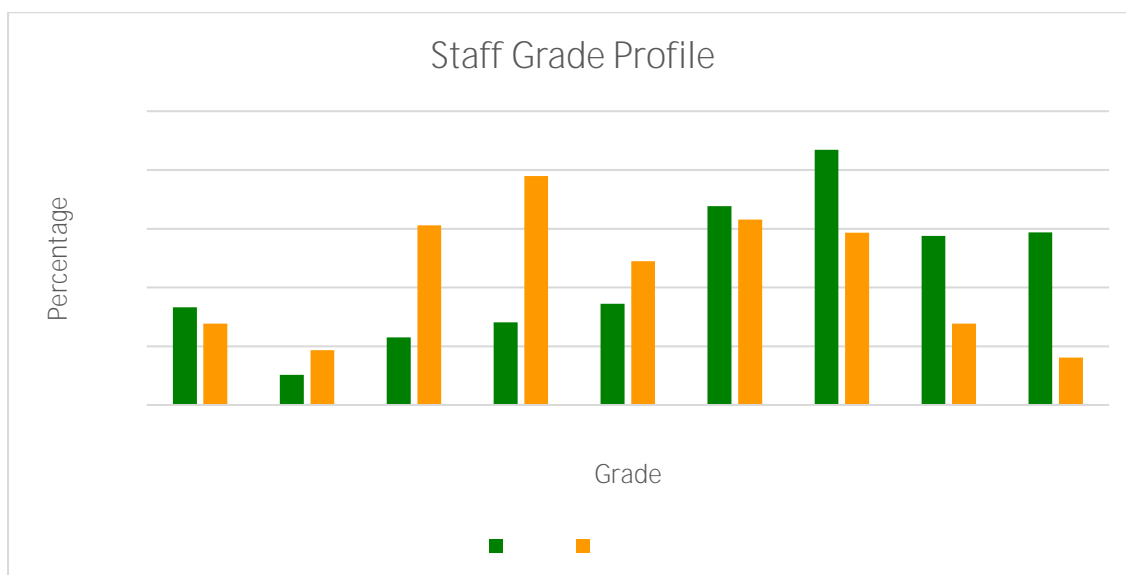


Figure 2



Bonus Gender Pay Gap

The College has a formal group, known as the Special Reward Panel (SRP), which oversees locally determined reward and recognition schemes designed to supplement its base pay scale (adjustments to which are negotiated nationally). During 2016/17, a very small number of staff (eight women and six men) were awarded bonuses by the SRP. In addition, during 2016 /17 a one off bonus

Figure 4

Female	Male
79.7%	85.7%

Quartile A

support female staff to progress their career so gender representation at senior levels is more reflective of the gender balance of the institution overall.