

- Mean Gender Pay Gap Hourly Rate
- Median Gender Pay Gap Hourly Rate
- Mean Bonus Gender Pay Gap
- Median Bonus Gender Pay Gap
- Proportion of staff receiving a bonus
- Proportion of staff by Quartile Pay Band

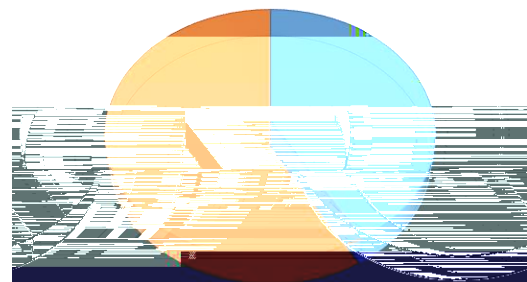
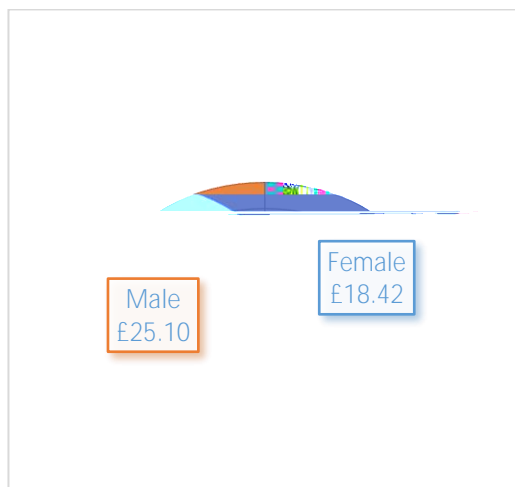
Additional data relating to staff profile by grade and gender were also analysed.

Gender Pay Gap

We have previously identified that vertical segregation (more women at junior grades than men and more men at senior grades than women) and the greater number of junior grade positions, in general, are the largest contributing factors to our gender pay gap, and this remains the case.

The hourly mean gender pay gap in 2018 is 26.6%. This has reduced by 3.4% from 30% in 2017. The hourly median gender pay gap has also decreased slightly from 31.8% in 2017 to 29% in 2018. This does not equate to men and women being paid differently for equal work, but indicates a continuous pattern of a higher proportion of women in junior grades and a lower representation of women at senior levels when compared to male staff. This is confirmed by the supplementary analysis in Figure 2.

Figure 1



Mean Gender Pay Gap
26.6%

Figure 2

Bonus Gender Pay Gap

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Proportion of Staff Receiving a Bonus

Similarly to 2017, a higher proportion of men received bonus payments this year, compared to women.

Figure 4

Quartile Analysis

Figure 5 and Table 1 show the proportion of women and men in each pay quartile. This data highlight and confirms the fact that a higher concentration of male staff are employed in the upper quartile (Q4) at 50% compared to a higher concentration of female staff employed in the lower middle quartile (Q2) at 82.6%. The quartile analysis are in line with the data trends of the 2017 report. There are a number of factors that contribute to the

Pay Quartile Information

We are offering one to-one mentoring and coaching sessions for female staff to support their leadership development;

Our Management Development Programmes now includes a module on ~~Ma æ ã * D^ç^[[] { ^} q , @~ !@! •]] [! • @ ã^ç^[[] { ^} c [~ } ã^!-~~ represented staff groups. The College is currently working on succession planning strategies, a project is underway to look at this. A leadership questionnaire was sent to all grade 8 and 9 staff. This included a question related to perception of flexible working as a barrier towards career development;

We continue to investigate any potential barriers to female progression in recruitment. The College has introduced recruitment refresher courses for all staff involved in the recruitment and appointment process. These courses have a greater emphasis on understanding and recognising unconscious bias including gender bias. From April 2019, all staff who have not attended the recruitment training will not be able to participate on recruitment panels or appointment boards;

