

## Gender Pay Gap Reporting April 2017

**Mean Gender Pay Gap** 6.17% Positive % therefore mean (average) pay for women is lower

**Median Gender Pay Gap** 18.87% Positive % therefore median average pay for women is lower

### Gender by Salary Quartile

Pay Band	Pay Range (Hourly Rate)	Number of Men	% on Pay Band	Number of Women	% on Pay Band	Total
Pay Band A	£0.00 to £10.81	116	31.96%	247	68.04%	363
Pay Band B	£10.91 to £14.03	54	30.51%	123	69.49%	177
Pay Band C	£14.10 to £18.22	125	46.82%	142	53.18%	267
Pay Band D	£18.28 to £72.57	127	44.88%	156	55.12%	283

From the above, it is evident that, in every quartile of the Group's salary structure, women outnumber men, however, at the two higher quartiles, the differential reduces. Therefore the Group will take the following actions:

- A review will be undertaken to assess whether the Group promotes or appoints male disproportionately to female applicants at the higher grades in the organisation. This will require analysis of the composition of applicants by gender at the various grades. If more senior roles are less attractive to female candidates, then work needs to be undertaken to ascertain why this is the case. If men are appointed more readily than women, then the objectivity of the recruitment and selection process will need to be reviewed for fairness. Additionally, a review should be undertaken to ensure that men and women have equal access to training and development across the organisation to equip them for promotion opportunities when they arise.
- Work needs to be undertaken to explore why males are under-represented in College roles as a whole.
- Benchmarking is required to ensure that work of equal value is remunerated consistently in the organisation.