



## Gender Pay Gap Report 2017-18

### Introduction

The purpose of a gender pay gap analysis, as outlined by the Equality and Human Rights Commission, is to focus on comparing the pay of male and female employees. As well as identifying differences in pay, a gender pay analysis should also examine the factors influencing any gender pay gap and identify actions for addressing any pay gaps.

As per legislative requirements, all members of staff are included within this analysis.

All results fall below 20% which is viewed as good currently however, the College is still committed to reviewing any differentials and potential causes.

### Methodology

The pay gap has been calculated using the average hourly rate across each characteristic.

This audit uses pay data effective 31<sup>st</sup> March 2017 as its basis.

### Results

<b>Date published:</b>	27 <sup>th</sup> March 2018		
<b>Snapshot Date:</b>	31 <sup>st</sup> March 2017		
<b>Date for Review:</b>	31 <sup>st</sup> March 2018		
<b>Author:</b>	Steph Blencowe, HR Adviser		
<b>Mean Pay</b>	The mean gender pay gap is the difference between the:  Mean (average) gross hourly pay of female employees (taken as a single group) and Mean (average) gross hourly pay of male employees (taken as a single group)  The percentage difference has been calculated.		
	Female	Male	Difference (%)
	£12.58	£13.55	£0.97 per hour  7% Difference
			Comments/Analysis There appears to be a pay gap between females and males, with females being paid 7% less than males. Further analysis will be

				undertaken to determine the causes of the gender pay gap and at which level the gender pay gap is most significant.				
<b>Median Pay</b>	The median gender pay gap is the difference between the:							
	The mid-point (median) gross hourly pay of female employees (taken as a single group); and							
	The mid-point (median) gross hourly pay of male employees (taken as a single group).							
	The percentage difference has been calculated.							
	Female	Male	Difference (%)	Comments/Analysis				
	£11.32	£13.15	£1.83 14%	There appears to be a pay gap between females and males at the mid-point, with females being paid 14% less than males. Further analysis will be undertaken to determine the causes of the gender pay gap and at which level the gender pay gap is most significant.				
<b>Pay Quartiles</b>	The overall pay range has been divided into four <b>equal*</b> quarters providing 4 pay bands or 'quartiles'.							
	The number of men and women in each quartile has been calculated.							
	*Each quartile contains an equal number of employees.							
	The gender split in each pay quartile: *Number of employees							
	1 <sup>st</sup> Quartile		2 <sup>nd</sup> Quartile		3 <sup>rd</sup> Quartile		4 <sup>th</sup> Quartile	
	Female	Male	Female	Male	Female	Male	Female	Male
55%	45%	79%	21%	43%	57%	77%	23%	
48 Females	39 Males	68 Females	18 Males	37 Females	49 Males	66 Females	20 Males	

## Comments/Analysis

Each quartile contains 86 employees, with the exception of the first column, which has 87 employees.

### 1<sup>st</sup> Quartile

The pay range is £3.50 to £8.33 per hour. The roles in this quartile range are all support staff roles, in which 10% more females work in these roles than males. Roles in this quartile include Apprentices, Technician's and Invigilators.

### 2<sup>nd</sup> Quartile

The pay range is £8.33 – £12.05 per hour. 14% of roles in this quartile are academic roles and 86% are support staff roles. The academic roles sit at the higher end of the pay quartile and have an even number of males and females.

79% of females are located in the second quartile, which indicates that there are more females in support staff roles than males.

### 3<sup>rd</sup> Quartile

The pay range is £12.05 – £17.33 per hour. This is the only quartile where there are more males than females. 71% of employees are in academic roles and 29% are in support staff roles.

22% of females are in support staff roles and 21% of females are in academic roles.

6% of males are in support staff roles and 51% of males are in academic roles.

Academic roles are made up of Lecturers in this quartile and are at the higher end of earnings.

### 4<sup>th</sup> Quartile

The pay range is £17.33 – £52.92 per hour. 77% of females are located in this quartile versus 23% of males. 75% of employees are in academic roles and 25% are in support staff roles. This quartile includes Lecturers, support and academic management roles.

### Summary

There are more 219 females and 126 males working for the college so this has an impact on the percentage of males and females in each quartile. The figures vary in each quartile, with there being a higher percentage of females in quartiles 1, 2 and 4, and a higher percentage of males in quartile 3.

There are a higher number of female employees working at lower paid grades (quartiles 1 and 2) in support roles rather than academic posts, which command a higher pay grade.

Quartile 3 is made up of 72% of academic staff, of which 71% are male. This could be impacted by the fact the College has an Engineering site, which is predominately made up of male Lecturing staff.

There are significantly more females than males in the 4<sup>th</sup> quartile in Lecturing roles. There are also 23% more females in management roles than males.

Further analysis must be done to determine if/how the College can address the above data.

	Analysis of females and males in academic and support roles per quartile						
		Female		Male			
		% Academic	%Support	%Academic	% Support		
	1 <sup>st</sup> Quartile	0%	100%	0%	100%		
	2 <sup>nd</sup> Quartile	7%	72%	7%	14%		
	3 <sup>rd</sup> Quartile	21%	22%	51%	6%		
	4 <sup>th</sup> Quartile	59%	18%	16%	7%		
<b>Bonus Pay</b>	The proportion (in percentage terms) of male and female employees who received bonus pay during the period of 12 months preceding 31 <sup>st</sup> March 2017.						
		Female		Male		Comments/narrative	
		0.29%		0.29%		The proportion of males and females that received bonus pay is the same.	
<b>Mean Bonus Pay</b>	<p>The mean gender bonus pay gap is the difference between the:</p> <ul style="list-style-type: none"> <li>• mean (average) gross bonus pay of female employees (taken as a single group); and</li> <li>• mean (average) gross bonus pay of male employees (taken as a single group)</li> </ul> <p>during the 12 months preceding 31<sup>st</sup> March 2017</p> <p>The percentage difference has been calculated.</p>						
		Female		Male		Difference (%)	Comments/narrative
		£695		£285		143%	<p>Although males received less bonus pay in this period than females, there is the same number of female and male employees in each category and each were given equal opportunity to gain the same level of bonus.</p> <p>The reason for the % difference being over 100% is due to the gov.uk suggested calculation.</p>

<b>Median Bonus Pay</b>	The median bonus pay gap is the difference between the:			
	The mid-point (median) bonus pay of female employees (taken as a single group); and The mid-point (median) bonus pay of male employees (taken as a single group).			
	The percentage difference has been calculated.			
	<b>Female</b>	<b>Male</b>	<b>Difference (%)</b>	<b>Comments/narrative</b>
	£695	£285	143%	Although males received less bonus pay in this period than females, there is the same number of female and male employees in each category and each were given equal opportunity to gain the same level of bonus.  The reason for the % difference being over 100% is due to the gov.uk suggested calculation.

### Conclusion

The College operates a single pay spine across the College and salary grades are awarded based on requirements of the post. Each person in each grade has an equal opportunity to progress to the top of their grade.

The type of curriculum delivery heavily leans candidates traditionally to either female or male e.g. Hair and Beauty and Engineering. The College works hard in its student recruitment of young people to try to address any perceived bias so that future professionals are more evenly represented.

It also reviews its staff recruitment campaigns to try to project its equal opportunities.

As an organisation Fareham College remains committed to improving the gender pay gap and to furthering equality between female and male employees. There are a number of areas that require further analysis which we will pursue in an effort to close the gender pay gap. Any actions that arise as a result of this report will be raised at the College's Equality & Diversity Committee and published on the College website.