



## Gender Pay Gap Report 2018-19

### 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 2018 as its basis.

### Results

<b>Date published:</b>	8 <sup>th</sup> April 2019			
<b>Snapshot Date:</b>	31 <sup>st</sup> March 2018			
<b>Date for Review:</b>	31 <sup>st</sup> March 2019			
<b>Author:</b>	Sarah Allen, 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 (%)	Comments/Analysis
	£2194.49 / 207 = £10.60	£1908.86 / 152 = £12.56	£1.96 per hour  16% Difference	There appears to be a pay gap between females and males, with females being paid 16% 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>	<p>The median gender pay gap is the difference between the:</p> <p>The mid-point (median) gross hourly pay of female employees (taken as a single group); and</p> <p>The mid-point (median) gross hourly pay of male employees (taken as a single group).</p> <p>The percentage difference has been calculated.</p>								
	<b>Female</b>	<b>Male</b>	<b>Difference (%)</b>		<b>Comments/Analysis</b>				
£9.05	£10.94	£1.89 17%		There appears to be a pay gap between females and males at the mid-point, with females being paid 17% 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>	<p>The overall pay range has been divided into four <b>equal*</b> quarters providing 4 pay bands or 'quartiles'.</p> <p>The number of men and women in each quartile has been calculated.</p> <p>*Each quartile contains an equal number of employees.</p>								
	<p>The gender split in each pay quartile: *Number of employees</p>								
	<b>1<sup>st</sup> Quartile</b>		<b>2<sup>nd</sup> Quartile</b>		<b>3<sup>rd</sup> Quartile</b>		<b>4<sup>th</sup> Quartile</b>		
	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>		<b>Male</b>	<b>Female</b>	<b>Male</b>
	74%	26%	53%	47%	65%		35%	41%	59%
	65 Females	23 Males	47 Females	42 Males	58 Females		31 Males	36 Females	52 Males
<b>Comments/Analysis</b>									
<p>Each quartile contains 88 employees, with the exception of the middle two columns, which contain 89 employees.</p> <p><u>1<sup>st</sup> Quartile</u></p> <p>The pay range is £2.30 - £6.30 per hour. 74% of employees in this quartile are female. Roles in this quartile include Apprentices, Technicians and Study Facilitators/Learning Support Assistants.</p> <p><u>2<sup>nd</sup> Quartile</u></p>									

The pay range is £6.30 – 9.23 per hour. 16% of roles in this quartile are academic and 84% are support staff roles. 93% of the academic roles are made up of females. In this quartile, 47% are female and 53% are male.

3<sup>rd</sup> Quartile

The pay range is £9.23 - £17.33 per hour. 65% of employees in this quartile are female. 46% of roles in this quartile are academic with 63% of these employees being female and 37% male. The academic roles are made up of Lecturers and are at the higher end of earnings alongside management positions.

4<sup>th</sup> Quartile

The pay range is £17.49 – 53.98 per hour. This is the only quartile where there are more males than females. 68% of employees are in academic roles and 32% are in support staff roles. This quartile includes Lecturers, support and management roles.

Summary

There are 58 more females than 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 3, and a higher percentage of males in quartile 4.

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 46% of academic staff, of which 17% 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 males than females in the 4<sup>th</sup> quartile in Lecturing roles.

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	8%	66%	7%	19%
2 <sup>nd</sup> Quartile	15%	38%	1%	46%
3 <sup>rd</sup> Quartile	29%	36%	17%	18%
4 <sup>th</sup> Quartile	25%	16%	43%	16%

<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 2018.		
	Female	Male	Comments/narrative
	0.29%	0.29%	This has not changed over the last 12 months, the proportion of employees that have bonus roles remains the same due to the profile staying broadly 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 2018</p> <p>The percentage difference has been calculated.</p>		
	Female	Male	Difference (%)
	£702	£288	145%
<b>Median Bonus Pay</b>	<p>The median bonus pay gap is the difference between the:</p> <p>The mid-point (median) bonus pay of female employees (taken as a single group); and</p> <p>The mid-point (median) bonus pay of male employees (taken as a single group).</p> <p>The percentage difference has been calculated.</p>		
	Female	Male	Difference (%)
	£702	£288	145%

				The reason for the % difference being over 100% is due to the gov.uk suggested calculation.
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### Conclusion

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.

## Reporting as Fareham College **Review your gender pay gap data**

### Your organisation's 2018 to 2019 gender pay gap data

#### Hourly rate

[Edit](#)

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Difference in mean hourly rate of pay	16 %
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Difference in median hourly rate of pay	17 %
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#### Bonus pay

[Edit](#)

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	Male	Female
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Percentage of employees who received bonus pay	30 %	30 %
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Difference in mean bonus pay		42 %
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Difference in median bonus pay		42 %
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## Employees by pay quartile

[Edit](#)

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	Male	Female
Upper quartile	59 %	41 %
Upper middle quartile	35 %	65 %
Lower middle quartile	47 %	53 %
Lower quartile	26 %	74 %

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## Size of your organisation [Edit](#)

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Number of employees within your organisation 250 to 499

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## Link to your gender pay gap information [Edit](#)

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Not provided

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**On submission your data will be published on the gender pay gap service.**

Please note that submission of inaccurate data means you have not complied with the gender pay gap regulations.