

# Gender Pay Gap Report

Snapshot date: 1<sup>st</sup> April 2018

## 1. Introduction

For the first time, this year, all large UK companies employing 250 people or more are required to report on their gender pay gap.

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

As an employer we welcome this step. We believe it is important for organisations to be transparent about pay, and by doing so, this will bridge the gap for gender pay inequality.

The UK gap currently describes females are paid 15% lower than males. We are pleased that our gap is less than this and we believe our values and approach to recruitment, staff development, flexible working, fostering an inclusive culture and pay has contributed to us achieving this.

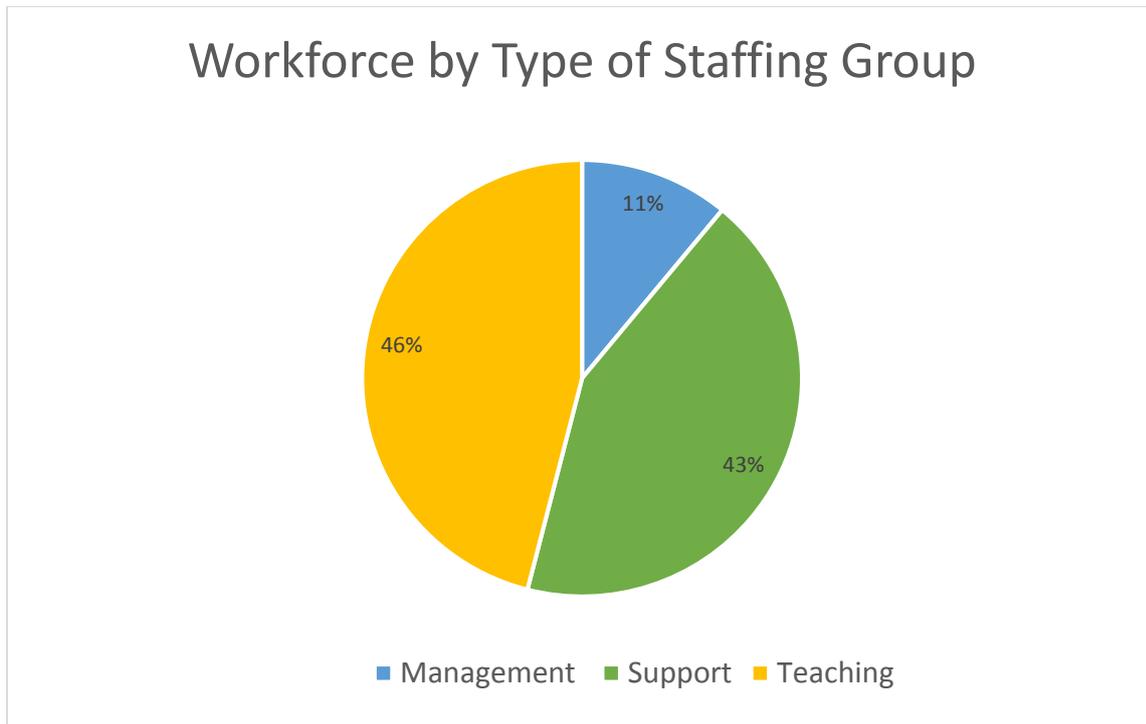
However, we are never complacent and will continue our work on reducing this gap further over the coming years.

## 2. Our Workforce

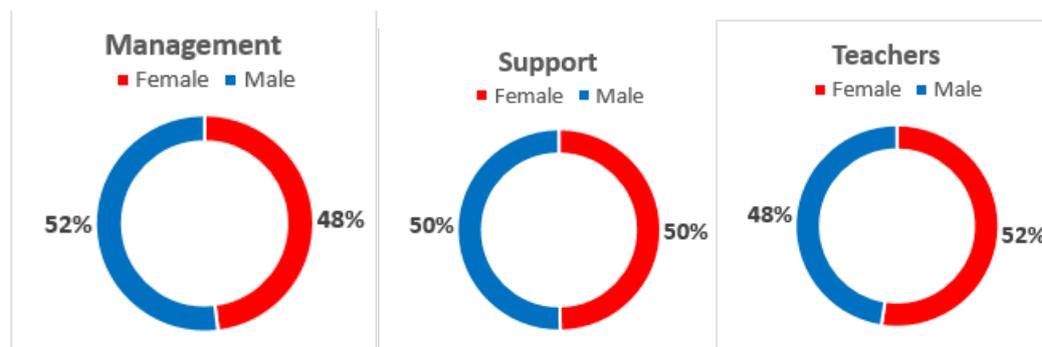
The College's workforce community comprised of the following gender split as at the snapshot date:

Male	Female
40%	60%

The staffing group profile as at the snapshot date was:



Also included below are the respective average hourly rates of these three groups of staff expressed as a % by gender.



Average hourly rate of  
pay for this staff group  
£32.88

Average hourly rate  
of pay for this staff  
group £13.93

Average hourly rate  
of pay for this staff  
group £21.95

98% of salaries for staff are collectively agreed, meaning females basic and variable pay rates are the same as that of their male equivalents

### 3. Pay Gap and Bonus difference between Male and Female employees

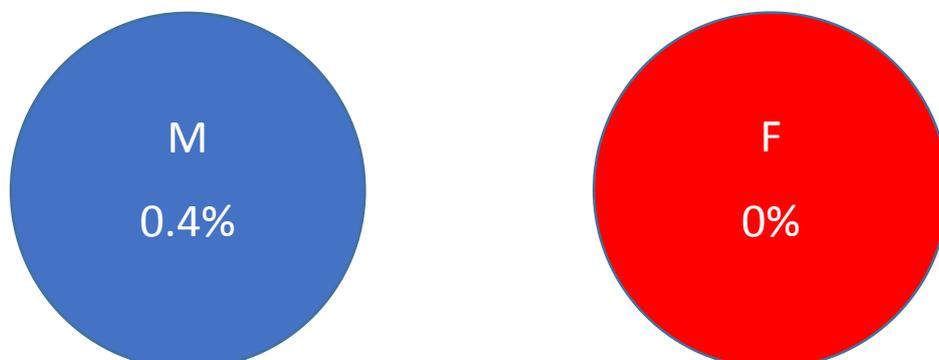
The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from the lowest to highest, and picks the middle-most salary. The table below shows, overall, how much females are paid less than males as a %age.

### 4. Hourly Rate of Pay

	Mean	Median
Hourly rate of Pay	7.4%	13.5%
Bonus pay	0.2%	0%

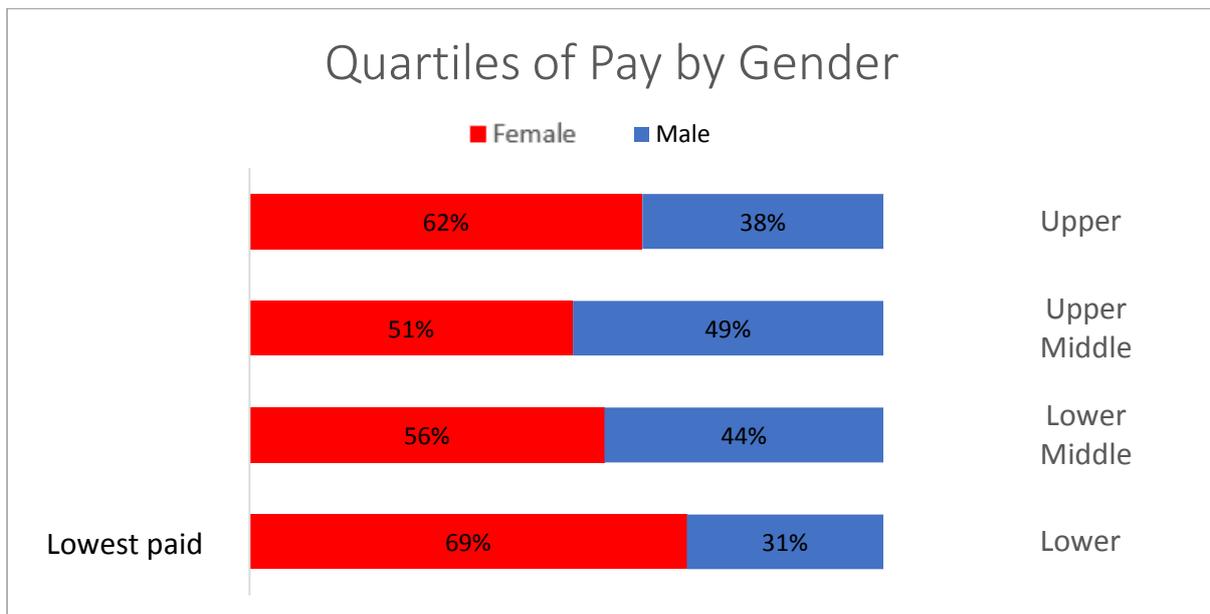
### Proportion of Male and Female employees receiving Bonus Pay



The above 2 diagrams indicate the number of males receiving a bonus a %age of overall males i.e. of 100% males, only 0.4% were paid a bonus. The same calculation has been applied to females also.

## 5. Proportion of Male and Female employees according to Quartile Pay Bands

This chart shows the gender split when we order hourly rate of pay from highest to lowest and group them into 4 equal quartiles.



While we are confident that men and women are paid equally for doing relevant jobs, the main reason for our organisation wide gender pay gap is because we have more females in lower paid roles such as Learning Support Assistants, Administration and hourly paid casual work which is 'normal' in the FE sector.

## 6. How are we addressing the gender pay gap

Gender forms a central part of our inclusion strategy, which looks to build a culture where everyone can be themselves and produce their best work. To do this, we acknowledge we must continue to be proactive in our approach to diversity.

### 6.1 Recruitment

We aim to recruit from the widest talent pool. Our experienced Resourcing team as well as our recruitment training for hiring managers ensures that the language in job adverts and role descriptions are gender neutral and we emphasis the importance of interviewing people with diverse panels to avoid unconscious biases.

## **6.2 Retention**

Once we have the right people, we want them to stay. We offer a range of flexible working options at all levels, with over 17% of our staff currently working part time.

## **6.3 Development**

To support the career progression of women we have an open and transparent process for all staff to complete mandatory and optional developmental training.

We will continue to focus on building a more diverse workforce and will review progress with the gender pay gap on an annual basis comparing progress to date figures.

We confirm the data reported is accurate.

West London College Group Ltd.