

Gender Pay Gap Report March 2020

1. Introduction

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.

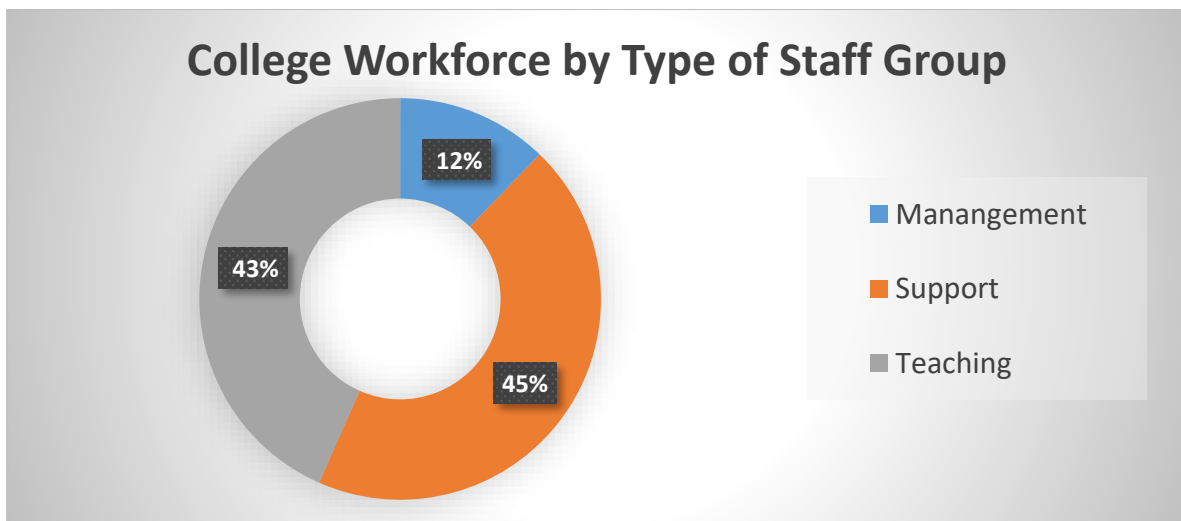
The UK pay gap report currently describes female employees as being paid 15% lower than male employees. West London College's gender pay gap is much less than 15% and we believe our values and approach to recruitment, staff development, flexible working, fostering an inclusive culture and pay has contributed to this achievement.

2. Our Workforce

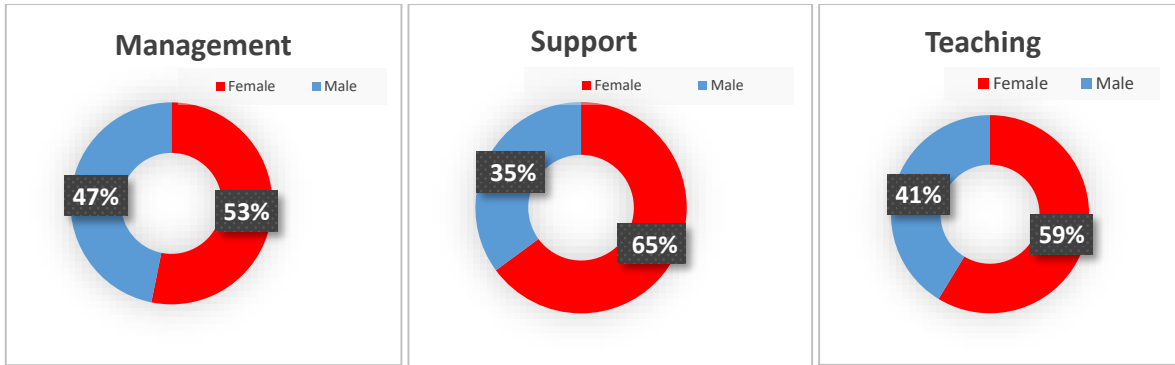
The College's workforce community comprises the following gender split:

Male	Female
39%	61%

The staffing group profile is:



Included are the respective average hourly rates of these three groups of staff.



Average hourly rate of pay for this staff group
£34.7

Average hourly rate of pay for this staff group
£13.3

Average hourly rate of pay for this staff group
£19.6

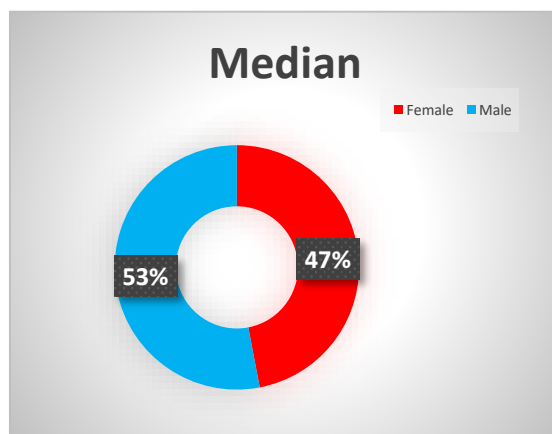
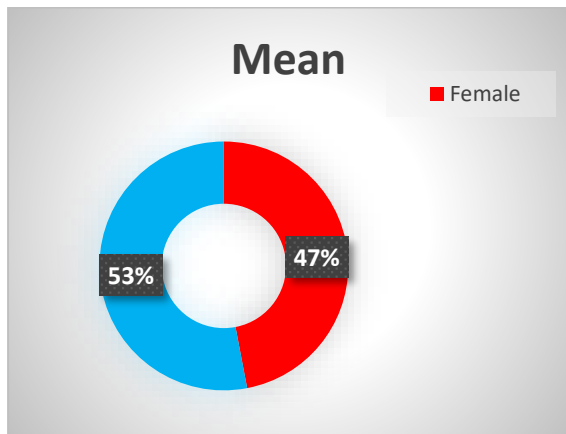
3. Pay Gap between Male and Female employees

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 at the College.

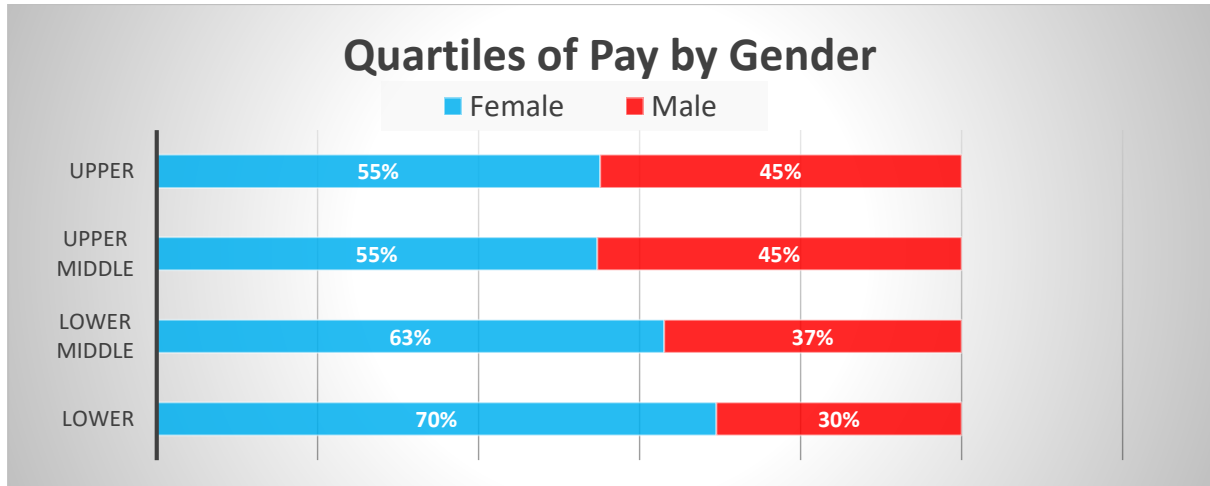
4. Hourly Rate of Pay

	Mean	Median
Hourly rate of Pay Combined	£18.9	£16.81
Female	£18.4	£14.9
Male	£19.4	£18.6



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 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 and we will continue to analyse the figures to ensure the gender pay gap is reduced within the College pay structure.

Recruitment

We aim to recruit from the widest talent pool. The College ensures that the language in job adverts and job descriptions is gender neutral and we emphasise the importance of interviewing people with diverse panels to avoid unconscious bias.

Retention

We want our staff to stay with us. We offer a range of flexible working options at all levels, with over 24% of our staff currently working part time.

Development

To support the career progression of female staff we have an open and transparent process for all staff to complete mandatory and professional development 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.