

## SHIPLEY COLLEGE - GENDER PAY GAP REPORT 2018

Gender pay gap (GPG) reporting requires employers with 250 or more employees to publish statutory calculations every year showing the pay gap between male and female employees.

“Gender Pay Gap” is not the same as “Equal Pay”. Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work or work of equal value; whereas the gender pay gap relates to the difference calculated between average earnings, irrespective of their roles in any given sector, and is a way of measuring gender equality in respect of equal access to, and take up of, all types and levels of roles within an organisation.

All calculations have been made as at 31<sup>st</sup> March 2018. This is in line with Government requirements for Public Sector bodies. For Shipley College, please see the calculations below:

### Our Results for 2018

**Mean Average** Shipley College Mean Gender Pay Gap is: 3.2%

**Median Average** Shipley College Median Gender Pay Gap is: -3.9%\*



\* a negative result means that the median pay of females is higher than males

#### Definitions:-

**Mean:** The mean calculation shows the difference between the mean average hourly rate of pay that male and female employees receive. Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the GPG

**Median:** The median calculation shows the difference between the median hourly rate of pay that male and female full-pay relevant employees receive. This is a useful calculation as it indicates what the “typical” situation is i.e. in the middle of an organisation, and is not distorted by very large or small pay rates.

#### How do we compare nationally:-

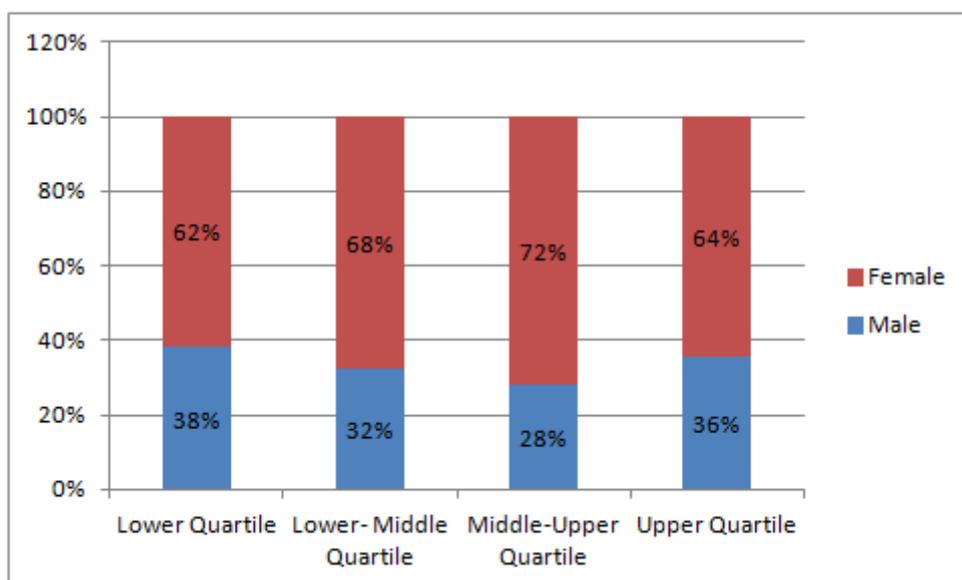
The Office Of National Statistics have reported that the gender pay gap fell to 8.6% among full time employees in 2018, rising to 17.9% among all employees with an average rate of pay of £9.36 for females and £14.31 for males.

For Shipley College the average rate of pay was £13.32 for females and £13.75 for males

#### By Quartile:-

In line with regulations, employers need to report on the proportion of male and female employees in each of four pay bands, where Lower Quartile represents lowest salaries Upper Quartile represents the highest salaries.

The proportions of males/females in each quartile pay band is as follows:



Further breakdown of the Mean and Median within the quartiles reveals a very positive position :-

	Lower Quartile	Lower-Middle Quartile	Middle- Upper Quartile	Upper Quartile
Mean Gender Pay Gap	-0.2%	1.7%	3.6%	-9.4%
Median Gender Pay Gap	0%	1.8%	11.25%	-17%

**Context:**

	Overall	Full time Roles	Part time Roles
Male	34%	15%	18%
Female	66%	19%	48%
Overall	100%	34%	66%

ShIPLEY College has a high proportion of female staff and a high proportion of part-time posts which traditionally have been more popular with females than males

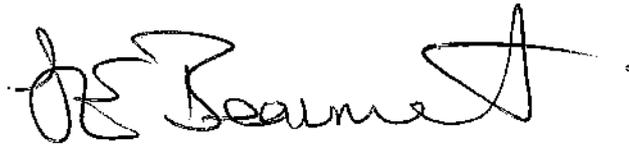
Part-time roles exist across the organisation and at a variety of levels, with the exception being within the management levels (point 37 upwards), where roles are almost exclusively full-time 85%.

42% of the positions in college fall within the lower end of the pay scale (Scales 1-4) and the majority of these posts are worked part time (82 of the 113 posts are part time) and 72 of these part time employees are female.

7% of the positions in college fall within the management spine (point 37 upwards) with a female to male gender split of 55% female and 45% Male. The Senior Management Team is a small group of higher paid individuals (3). As at March 2018, the gender split was 33% male; 67% female.

Shipleys College did not make any bonus payments during 2017/18.

Signed:



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**Chair of Governors**