

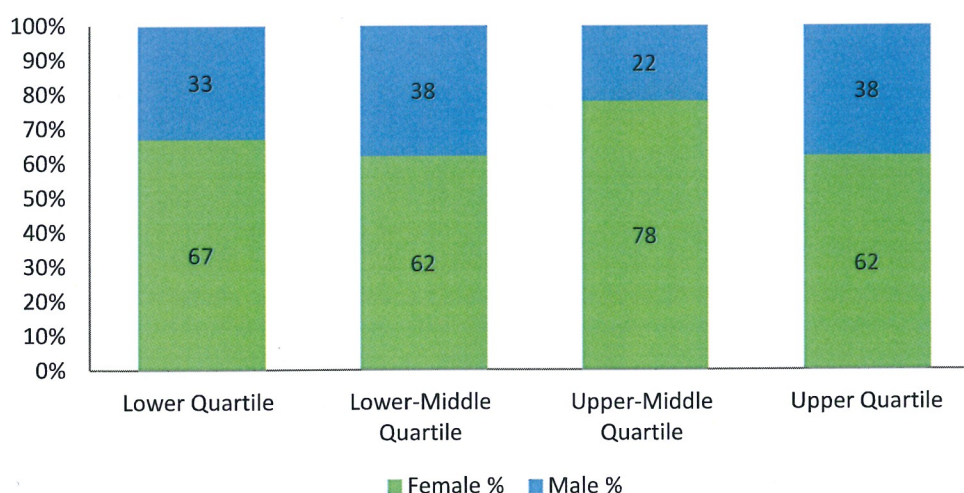
### SHIPLEY COLLEGE - GENDER PAY GAP REPORT 2017

**Mean Average** ShipleY College Mean Gender Pay Gap is: 5.5%

**Median Average** ShipleY College Median Gender Pay Gap is: 7.9%



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



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 2017. This is in line with Government requirements for Public Sector bodies. For ShipleY College, please see the calculations below:

ShipleY College did not make any bonus payments during 2016/17.

**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.



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.

**Quartiles:** The following compares the two results in each quartile to indicate the distribution of employees in each quartile.

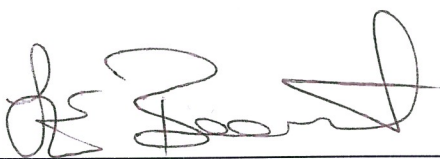
**Context:**

Shipleigh College has a high proportion of female staff [67% / 33%] and a high proportion of part-time posts [79% / 21%] which traditionally have been more popular with females than males [proportion of male full time staff = 47%; proportion of male part-time staff = 27%].

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.

Roughly a third 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 (88 of the 99 posts are part time). 57 Female employees to 31 male employees make up the 88 part time workers.

6% of the positions in college fall within the management spine (point 37 upwards) with a female to male gender split of 10:8 respectively. The Senior Management Team is a small group of higher paid individuals (4). As at March 2017, the gender split was 50% male; 50% female. Benchmarking with other colleges is not yet available but will be a consideration in next year's report.

Signed:  \_\_\_\_\_ Chair of Governors