

GENDER PAY GAP REPORT 2021

INTRODUCTION

The College is required to report and publish its gender pay gap data each year. This report provides the College Gender Pay Gap as at 31 March 2021 for publishing March 2022.

THE PAY GAP

Mean Gender Pay Gap between females and males	8.4%
Median Gender Pay Gap between females and males	21%

EMPLOYEE BONUSES

Bonus gender difference mean %	Bonus gender difference median %	Proportion of employees receiving a bonus M/F %
0	0	0

PAY QUANTILES

Proportion of Each Male and Female in Each Quartile	Male %	Female %
Lower Quartile	32%	68%
Lower Middle Quartile	30%	70%
Upper Middle Quartile	45%	55%
Upper Quartile	42%	58%
Total	37%	63%

The mean gender pay gap has remained consistent over the past two years and now stands at 8.4% (8.5% (2020) 9.24% (2019) and 10.49% (2018)), and the Median Pay Gap remains the same.

The HR team had put together a Gender Pay Action Plan, the actions for which are now complete. Any future actions will be revisited via the Single Equality Committee, and will be developed as part of the Single Equality Action Plan.

GENDER PAY ACTION PLAN

OBJECTIVE	ACTIONS	RESPONSIBILITY	ACTION TAKEN	OUTCOME
Improve recruitment and promotion policies	Ensure mixed gender selection panels are used for the majority of recruitment events in the College	Head of Human Resources	Awareness raising and training complete. Whilst not all panels have mixed gender this has increased to over two thirds of panels and this is actively considered	Complete

			where possible and is written into the Recruitment Procedure.	
Improve take up of workplace flexible working among men and women	a. Monitor the number of flexible working requests and those granted by gender	Head of HR / Senior HR Advisors	These are captured as part of casework reporting.	Complete
	b. Promote Flexible working policy and procedures to men and women	HR Manager / Senior HR Advisors	Promoted at recruitment, induction and on College website, as well as informally via Advisors through employment.	Complete
Use skills based assessment tasks in all recruitment	At least one assessment will be used in each selection process to improve validity of outcomes and reduce potential for bias	Head of HR / Senior HR Advisors	Written into Recruitment Procedure and reinforce through training. All levels of post have an assessment in addition to interview.	Complete