

GENDER PAY GAP REPORT 2020

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 2020 for publishing March 2021.

THE PAY GAP

Mean Gender Pay Gap between females and males	8.5%
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 reduced over the past two year and now stands at 8.5% (9.24% (2019) and 10.49% (2018)), whilst the Median Pay Gap remains the same.

This reduction may be as a result of an increase in the proportion of males in the lower middle pay quartile, the proportion of men in this quartile has increased by 6% compared to the 2019 and 2018 Pay Gap Report.

The HR team had put together a 2019/20 Gender Pay Action Plan. Due to Covid-19 and changes to the management structure, this action plan has been revised with updated timescales and actions as per the attached plan.

GENDER PAY ACTION PLAN 2020/21

OBJECTIVE	ACTIONS	RESPONSIBILITY	COMPLETION DATE	MONITORING
1. Improve recruitment and promotion policies	1a. Ensure mixed gender selection panels are used for the majority of recruitment events in the College	Head of Human Resources	February 2021	Policy and Resources Committee reports

2. Improve take up of workplace flexible working among men and women	2a. Monitor the number of flexible working requests and those granted by gender	Head of HR / Senior HR Advisors	February 2021	Policy and Resources Committee reports
	2b. Promote Flexible working policy and procedures to men and women	HR Manager / Senior HR Advisors	30 April 2020 COMPLETE	Policy and Resources Committee reports
3. Use skills based assessment tasks in all recruitment	3a. 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	31 July 2020 COMPLETE	Policy and Resources Committee reports