

## Gender pay gap reporting

### Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 all private sector and voluntary sector employers with 250 employees or more are required to publish a range of data based on a standard methodology. These same rules apply to the public sector under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The public sector pay gap reporting requirements mirror the provisions which apply to the private and voluntary sector except that the “snapshot date” for public sector employers is 31 March. The requirement is therefore to publish details of the organisations gender pay gap as it is in the pay period in which 31 March falls.

All employers are required to publish their first gender pay gap within the period of 12 months beginning with the snapshot date and for public sector employers this means the first report is due by 30 March 2018. The information must be then maintained on the organisations web site for a minimum of three years.

This report sets out the data which needs to be reported plus further analysis which could be included in the report.

### Statement on the Gender Pay Gap in The City of Liverpool College as of 31st March 2017

	<b>Mean Average</b>	<b>Median Middle</b>
Women’s hourly pay rate is:	5.27% Lower	4.75% Lower

The mean, commonly known as the average, is calculated when you add up the wages of all employees and divide the figure by the number of employees. The mean gender pay gap is the difference between mean male pay and mean female pay.

The median is the figure that falls in the middle of a range when everyone’s wages are lined up from smallest to largest. The median gap is the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

The median gender pay gap for the whole economy (according to the 2017 ONS figures reported in October 2017) is 18.4%.

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2017provisionaland2016revisedresults>

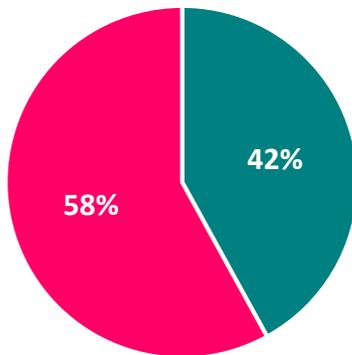
### Bonus Pay

In the relevant pay period, the College did not pay a bonus. The proportion of women and men who were paid bonus pay was therefore 0% for both. Accordingly, there is no mean or median difference in bonus pay to report.

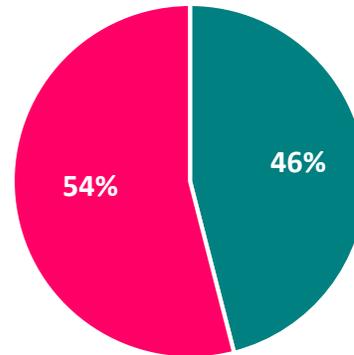
## Pay Quartiles

The proportion of full pay men and women in each of four quartile pay bands are as follows:

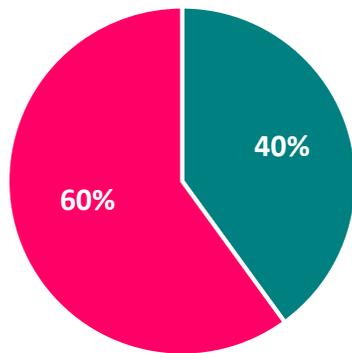
Upper Quartile



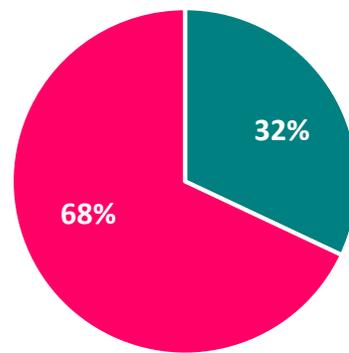
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



■ Males ■ Females

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## The underlying causes of the College's Gender Pay Gap

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

The College is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- Uses objective salary scales and spinal column points to establish salaries for particular roles.
- Only varying this approach where the job market dictates the need to do so to facilitate recruitment of good and outstanding staff members.
- Evaluates job roles and salary scales as necessary to ensure a fair pay structure.

The College is therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. The gender pay gap is the result of the roles in which men and women work within in the College and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles. This applies more so in the very senior roles at the top of organisations although this is not the case within the College. Women are more likely than men to be in front-line and clerical/administrative roles at the lower end of the organisation. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of the College's workforce in Lower Quartile, where many of the roles are filled by more women than men. There is a more equal balance between men and women in other quartiles with the majority of senior post holders being women. Within the Lower Quartile there are larger numbers of women than men in virtually all occupations. There are no men employed within the Nursery, and in the largest area of Lower Quartile employment, clerical/ administrative there is an overwhelming proportion of women. The only area in which men outnumber women is within Facilities.

This can be seen above in the charts depicting pay quartiles by gender. This shows the College's workforce divided into four equal-sized groups based on hourly pay rates, with Lower Quartile including the lowest-paid 25% of employees and Upper Quartile covering the highest-paid 25%. It is important to note that a contributing factor to the gender pay gap is the proportion of male and females in each Quartile and how many roles are undertaken on a flexible work basis (e.g. term time working, fractional hours etc.).