

Gender Pay Gap Report

Snapshot Date : 31/03/2017

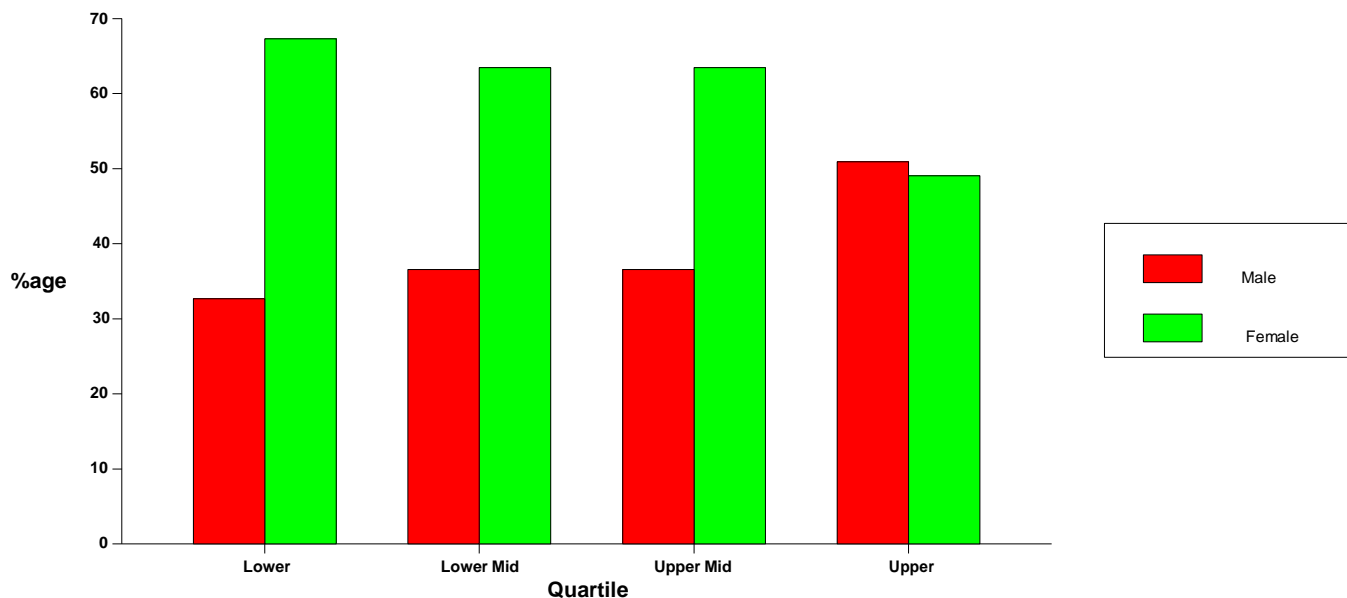
Hourly Rate Gaps

	Male	Female	Percentage Difference
Mean	18.62	17.25	7.4%
Median	22.67	18.85	16.9%

Hourly Rate Quartiles

Gender	Lower (52)		Lower Middle (52)		Upper Middle (52)		Upper (53)	
Male	17	32.7%	19	36.5%	19	36.5%	27	50.9%
Female	35	67.3%	33	63.5%	33	63.5%	26	49.1%

Proportion of male and female employees per quartile



Bonus Gaps

	Male	Female	Percentage Difference
Mean	250.74	242.67	3.2%
Median	320.00	262.40	18.0%

Bonus Proportions

Number of Males receiving bonus:	31 / 82
Proportion of Males receiving bonus:	37.8%
Number of Females receiving bonus:	49 / 127
Proportion of Females receiving bonus:	38.6%

The College is committed to the equality of opportunity and to a proactive approach to equality, which supports and encourages under-represented groups, promotes inclusivity and values diversity.

We are required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Equality and Human Rights Commission defines the difference between equal pay and the gender pay gap as follows:

1. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
2. The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

The regulations require data to be reported on Gender Pay as follows:

1. The difference between the mean hourly rate of pay of male full-pay relevant employees and that of females full-pay relevant employees
2. The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
3. The difference between the mean bonus pay paid to relevant male employees and that paid to relevant female employees.
4. The difference between the median bonus pay paid to relevant male employees and that paid to relevant female employees
5. The proportions of relevant male and female employees who were paid bonus pay in the relevant 12 months period
6. The proportions of male and female full-pay relevant employees in four notional quartile pay bands

The figures in this report are based on the hourly rates of pay for staff as at 31 March 2017 (the 'snap shot' date) and relate to 'full-pay relevant employees,' which means all employees who were earning their normal rate of pay in the period in which the 'snap shot' date fell. Anyone who had unpaid leave or reduced pay due to sick leave, maternity leave etc. has been excluded from the data as outlined in the guidance.

The bonus data reported is based on a payment made to support staff only and the payment is made based on their full time equivalent percentage.

The College is confident that it pays the same salary to roles of equal values and makes no reference to gender or any other personal characteristics of existing or potential job holders. The College has clear policies and procedures in relation to recruitment and to decisions on pay.



Sandra Hamilton-Fox
Principal
