

Gender Pay Gap Extract Report

Snapshot Date : 31/03/2018

WQE and Regent College Group

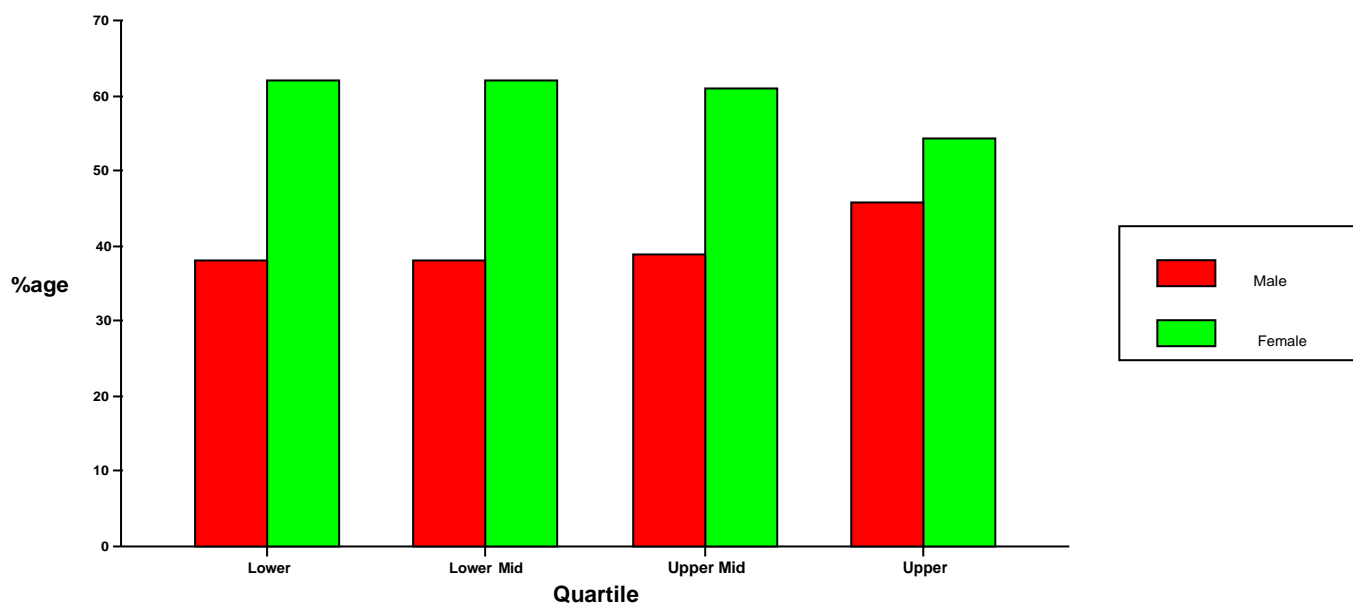
Hourly Rate Gaps

	Male	Female	Percentage Difference
Mean	19.23	17.93	6.76%
Median	15.47	11.92	22.95%

Hourly Rate Quartiles

Gender	Lower (5,8)		Lower Middle (5,8)		Upper Middle (5,9)		Upper (5,9)	
Male	22	37.93%	22	37.93%	23	38.98%	27	45.76%
Female	36	62.07%	36	62.07%	36	61.02%	32	54.24%

Proportion of male and female employees per quartile



Bonus Gaps

	Male	Female	Percentage Difference
Mean	254.21	242.34	4.67%
Median	320.00	267.04	16.55%

Bonus Proportions

Number of Males receiving bonus:	29 / 96
Proportion of Males receiving bonus:	30.21%
Number of Females receiving bonus:	50 / 141
Proportion of Females receiving bonus:	35.46%

WQE and Regent College Group 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.

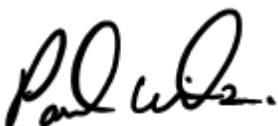
The regulation require data to be reported on Gender Pay as follows:

1. 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 2018 (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 received unpaid leave, 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 ensures equal opportunities for all its employees and is confident that it pays the same salary to roles of equal value and makes no reference to gender, or any other personal characteristics, of existing or potential job holders.



Paul Wilson
PRINCIPAL