



North
Shropshire
College

GENDER PAY GAP REPORT 2018-19

Why Report on Gender Pay Gap:

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. Reporting may show, for example, that on average men earn 10% more pay per hour than women, that women earn 5% more in bonuses per year than men, or that the lowest paid quarter of the workforce is mostly female. These results must be published on the employers own website and a government site.

The legislation requires that the following six calculations are published:

1. average gender pay gap as a mean average
2. average gender pay gap as a median average
3. average bonus gender pay gap as a mean average
4. average bonus gender pay gap as a median average
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. proportion of males and females when divided into four groups ordered from lowest to highest pay.

Gender Pay reporting is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the difference in the average pay between all men and women in a workforce.

North Shropshire College:

The summary outcomes on the six legally required calculations are as follows:

- **average gender pay gap as a mean average**

Women's mean hourly rate is 10.57% lower than men

- **average gender pay gap as a median average**

Women's median hourly rate is 27.88% lower than men

- **average bonus gender pay gap as a mean average**

0% as no bonuses were paid

- **average bonus gender pay gap as a median average**

0% as no bonuses were paid

- **proportion of males receiving a bonus payment and proportion of females receiving a bonus payment**

0% as no bonuses were paid

- **proportion of males and females when divided into four groups ordered from lowest to highest pay.**

<i>Lower Quartile:</i>	Males 21.54%	Females 78.46%
<i>Lower Mid:</i>	Males 19.70%	Females 80.30%
<i>Upper Mid:</i>	Males 36.36%	Females 63.64%
<i>Upper Quartile:</i>	Males 36.36%	Females 63.64%

Interpretation:

The College employs more women than men by a ratio of more than 2:1 and therefore the fact that more women appear in each quartile is unsurprising. Clearly the mean and median average hourly rate of pay for women is less than men (10.57% and 27.88% respectively). This however is not indicative that work of equal value is paid unequally.

Disproportionately higher number of women in the bottom three quartiles impact on the mean and median average pay rates. It certainly would have been concerning had the upper quartile returned more men than women considering the relative ratios. This is not the case however and suggests that there is no inherent bias within the recruitment process.

Majority of the roles within the College are assigned to a pay grade which is reflective of the type of work and responsibility required within the structure. Staff, irrespective of gender, increment through points within the pay scale and will earn a higher salary the longer they have remained in the same role within the College.

The College has a robust Flexible Working Policy which it aims to employ when required to support its employees. This would mean that either men or women can avail the opportunity to work flexibly and hence not be disadvantaged if they are aiming to be employed in more senior roles.