

Gender pay gap

Overview

The gender pay gap is the difference between the average, (mean or median), earnings of men and women across the organisation. Since 2017, organisations with 250 or more employees have been obliged to report their gender pay gap at a “snapshot date” each year, which in the case of the College is 31st March.

Following several years which saw a narrowing of the gender pay gap across permanent members of College staff, the 12 months to March 2021 saw the situation worsen. The analysis is presented below, together with the outlook for the next 12 months.

Gender pay gap trend

Measure	2017	2018	2019	2020	2021
Gender pay gap (mean)	19.27%	14.65%	13.00%	12.84%	14.67%
Gender pay gap (median)	27.18%	16.50%	16.50%	15.25%	16.87%

Earnings quartiles

Earnings quartile	Number of men	Number of women	Total number in quartile	Men (%)	Women (%)
Upper	43	42	85	50.6	49.4
Upper middle	52	33	85	61.2	38.8
Lower middle	52	33	85	61.2	38.8
Lower	10	75	85	11.8	88.2

The upper quartile of earnings across permanent members of staff was almost evenly balanced with effect from 31st March 2021. External recruitment was also balanced with 13 men and 14 women being appointed. However, 5 out of the 7 most senior appointments were men resulting in a widening of the gender pay gap by 1.83%, (mean), and 1.62%, (median).

Outlook

The staff pay award with effect from 1st October 2021 included the introduction of a new minimum rate of £10.00 per hour. This will have a significant effect upon members of staff in the lower earnings quartile, the majority of whom are women.

Other appointments across the Bursary, Estates and Gardens since March 2021 will result in a change in the balance of men and women in the upper and upper middle quartiles. This will further reduce the gender pay gap with effect from 31st March 2022.

This information will also be made available on <https://gender-pay-gap.service.gov.uk/>