

THE GENDER PAY GAP REPORT

The new gender pay gap obligations have been introduced alongside the existing requirements for specified public bodies, including publishing annual information to demonstrate compliance under the Public Sector Equality Duty (PSED) and publishing equality objectives every four years. Hadlow College has carried out a snap shot data, with a requirement that work is undertaken to narrow any gaps.

The Mandatory Gender Pay Gap Reporting proposes that organisations should, for the first mandatory report, capture data as a snapshot on 5 April 2018 and then publish their findings no later than 4 April 2019. This cycle will then continue year on year going forward with organisations being required to maintain the data on their websites for three years in order to show progress made.

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.

Hadlow College - Snap Shot 5 April 2018

The data below represents the gender pay gap snapshot data for Hadlow College as at the end of March 2018. The data where appropriate has been broken down by both full-time and part-time staff. This has been done to aid our understanding and also to help identify if there are issues arising within the part time staff population.

Our mean pay gap is 17.2% and our median is 12.5% which is slightly better than the national average. According to the Office for National Statistics (ONS) figures, the national median pay gap for all employees of 17.9% in both public and private sectors as at March 2018.

As part of the mandatory reporting process, employers are required to publish the gender pay gap within their bonuses. We did not award bonuses this year and therefore will not be able to report a bonus gender pay gap.

This information will be updated annually with the picture on the 'snapshot' date each year.



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| 2018 data | | Mean hourly wage £ | Pay Gap % | 2017 data | | Mean hourly wage £ | Pay Gap % |
|-----------|-----|--------------------|-----------|-----------|-----|--------------------|-----------|
| Female | 321 | 12.97 | 17.23 | Female | 341 | 13.00 | 16.6 |
| Male | 153 | 15.67 | | Male | 161 | 15.59 | |

| 2018 data | | Median hourly wage £ | Pay Gap % | | | Median hourly wage £ | Pay Gap % |
|-----------|-----|----------------------|-----------|--------|-----|----------------------|-----------|
| Female | 321 | 11.24 | 12.46 | Female | 341 | 11.61 | 11.44 |
| Male | 153 | 12.84 | | Male | 161 | 13.11 | |

Our aim is to ensure gender balance in our senior leadership roles. At a senior level, of our twelve Senior Management Team members, four are women. We will focus specifically on career progression for female employees working towards an equal gender balance in our most senior roles.

In our lower middle and lower pay quartiles, the balance of the workforce is significantly female (over 70%) dominated compared to our upper quartile and upper middle quartile which changes to 59% female and 41% male. The percentage of males significantly increases in the upper quartile and we have a larger majority of female staff occupying lower paid roles. This suggests that, even though the upper quartile remains a majority of female staff, the increase in number of male staff in comparatively higher earning roles is driving an increase in our overall gender pay gap and is therefore the area in which we should concentrate.

One key driver for the gender pay gap on a national scale is that part time or sessional roles are more likely to be occupied by women. Higher-paid roles are more likely to be full time. Hadlow College have a high proportion of part time and sessional roles that are occupied by women.

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|----------------|--------|----|-------|
| Upper Quartile | Female | 70 | 58.8% |
| | Male | 49 | 41.2% |

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|-----------------------|--------|----|-------|
| Upper Middle Quartile | Female | 80 | 67.8% |
| | Male | 38 | 32.2% |

| | | | |
|-----------------------|--------|----|-------|
| Lower Middle Quartile | Female | 86 | 72.3% |
| | Male | 33 | 27.7% |

| | | | |
|----------------|--------|----|-----|
| Lower Quartile | Female | 85 | 72% |
| | Male | 29 | 28% |