



GENDER PAY GAP REPORT 2017

I. Introduction

Last year Government legislation implemented legislation requiring all organisations with over 250 employees to publish data in relation to gender and pay. We are required to publish this information in a specified format (we have used the ACAS guide *Managing Gender Pay Reporting*) on the College website and on a central government portal.

As well as complying with legal responsibilities we intend this piece of work to form part of the College's overarching commitment to outstanding equality, diversity and inclusion practices.

2. The Pay Gap Report

The following section shows the results of our analysis.

At the Colleges Snap shot date of 5 April 2017 (aligned to our Charity status) the results were:

- The College has 429 'Relevant' employees and of those 347 were 'full paid relevant' employees. 247 females' and 100 males.
- An average (mean) pay gap between females and males is **11.8%**
- A median pay gap between females and males of **2.7%**

Bonus Pay

- Women's Bonus pay (Mean) is **100%** lower than males
- Women's Bonus pay (Median) is **100%** lower than males
- 4% of men received bonus pay
- 0% of women received bonus pay

Explanatory note: the College has a small number of employees (4) who receive a bonus payment that is linked to their work within a printing business that is supported employment workshop linked to the College.

Distribution employees in pay quartiles

A breakdown of the proportion of men and women in each of four quartile pay bands is as follows:

- Top Quartile 36% Male 64% Female
- Upper Middle Quartile 26% Male 74% Female
- Lower Middle Quartile 24% Male 76% Female
- Lower Quartile 29% Male 71% Female

Commentary

The College acknowledges that there is a gender pay gap which can be mainly attributed to uneven distribution of men and women across the highest paid quartile of the workforce. The College demographics indicate that there is a high percentage of female employees (72%) in the workforce in relation to male employees (28 %) which is common within the two main employment sectors the College (social care and education).

Men and women are paid equally for work in identical job roles.

In an attempt to overcome the gender pay gap the College has advertised a number of management roles internally in order to promote and develop our own staff and has also offered mentoring and support to female staff in order to build confidence and encourage their development.

3. Benchmarking the College performance

The Office for National Statistics (ONS) calculated the pay gap for all employees across the country was 18.1% in 2016. The national figure in 2015 was 19.3%, whilst in 1997 it was 27.5%.

The ONS has concluded in new analysis published on 17th January 2018 that, contrary to popular belief, the majority of the gender pay gap in the UK cannot be explained by differences in characteristics between men and women and the types of jobs they do. The study focuses on the median (not mean) gender pay gap and finds that only one-third of the pay gap can be attributed to observable differences in the characteristics of men and women and the jobs they do (such as average age, job tenure, company size, and occupation). With regard to the unexplained remainder, the ONS states that more analysis is needed on family structures, education, and career breaks. Until that is done, the ONS stresses that the unexplained element should not be interpreted as a measure of discriminatory behaviour (although it concedes this may play a part).

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