Loughborough College
2018 Gender Pay Report

Introduction

Loughborough College (the "College") wants to ensure that all employees are rewarded fairly for the role they fulfil, irrespective of gender or any other protected characteristic. There is a legal requirement is to identify differences in pay between male and female employees across the College as a whole, irrespective of job role.

The gender pay gap is defined as the difference between the average (mean or median) pay of men and women at all levels of the workforce as a whole. This is expressed as a percentage of men’s earnings. According to data published by the Office of National Statistics (ONS), the overall median gender pay gap nationally is 17.9%.

The College has over 250 employees and is therefore required to report its gender pay gap in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (the "Regulations"). This statement has been produced using the "snapshot date" of 31 March 2018 and by reference to the Regulations and associated guidance.

Overall Gender Pay Gap

Pay

For the pay period containing the "snapshot date", the College has a mean hourly gender pay gap of 15.1% and a median hourly gender pay gap of 20.3%.

These figures show a small increase year on year and is above the national average. The report last year noted that there was no Chief Executive in place and consequently the gender pay gap would be impacted by their appointment. Through a rigorous and transparent process a new Chief Executive has been appointed and they are male which has impacted the pay gap.

Bonus payments

Loughborough College made a bonus payment in 2017/18. The proportion of male and female receiving bonus payments is:

<table>
<thead>
<tr>
<th></th>
<th>Staff at snapshot date</th>
<th>No receiving a bonus</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>242</td>
<td>208</td>
<td>86.0</td>
</tr>
<tr>
<td>Female</td>
<td>447</td>
<td>405</td>
<td>90.6</td>
</tr>
<tr>
<td>Total</td>
<td>689</td>
<td>613</td>
<td>89.0</td>
</tr>
</tbody>
</table>

However, despite proportionally more women than men receiving a payment there is a significantly large gap

![Bonus Pay Gap - Payment £]

**Gender distribution**

In accordance with the Regulations, we have divided the total population of the workforce into four quartiles: the lower quartile, lower middle, upper middle and upper quartile pay bands. The percentage of males and females within each quartile are shown in the below graph.

![Gender Distribution by Quartile - March 2018]

<table>
<thead>
<tr>
<th>Band</th>
<th>Quartile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q1</td>
<td>Lower Quartile</td>
</tr>
<tr>
<td>Q2</td>
<td>Lower Middle Quartile</td>
</tr>
<tr>
<td>Q3</td>
<td>Upper Middle Quartile</td>
</tr>
<tr>
<td>Q4</td>
<td>Upper Quartile</td>
</tr>
</tbody>
</table>

**Gender Pay Gap by Pay Quartile**
The Gender Quartile distribution is equal in the Upper Quartile. There are more women in Quartiles 1, 2 and 3. The main roles in quartile 1 are nursery and cleaning staff where there are predominantly more women. The table below shows the Median pay gap for each Quartile. There is a pay gap favourable to female employees in the top two quartiles.

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q1</td>
<td>9.00</td>
<td>8.42</td>
</tr>
<tr>
<td>Q2</td>
<td>12.46</td>
<td>11.39</td>
</tr>
<tr>
<td>Q3</td>
<td>15.69</td>
<td>15.87</td>
</tr>
<tr>
<td>Q4</td>
<td>20.01</td>
<td>20.81</td>
</tr>
</tbody>
</table>

**Median hourly pay by quartile**

**Action Plan**

The College believes that it is a fair employer, and has established through the data that men and women are paid the same for the same roles undertaken. It carries out equal pay analysis to ensure that parity is maintained. The difference comes from the role profiles with the lower paid roles – cleaning and nursery being predominantly staffed by female staff. The College is aware that historically nursery and cleaning roles have often been carried out by women and that it will take time for attitudes to change.

Despite this the College is committed to reducing the gap even further and to ensure it complies with the spirit of the legislation.

Following the previous report the College committed to:

- actively encourage applications from male applicants for roles as nursery staff and cleaning staff;
- continue to promote flexible working opportunities to all employees throughout the organisation;
- introduce unconscious bias training for managers to ensure we maintain a fully inclusive culture;
- ensure those involved in recruitment and promotion undertake appropriate training;
- ensure there are sufficient role models at all levels of the organisation;
- ensure that STEM and IT courses are offered, and female Learners encouraged to undertaken them;
- ensure there is a gender mix of learners wherever possible;

These actions have been fulfilled and will continue to be delivered. In addition, the College will:

- continue to review all recruitment applications to ensure that that applications are representative of the local demographic.
• consider the adoption of the Living Wage Foundation Minimum Wage
• promote role models in under-represented areas

Declaration

We confirm that the College's gender pay gap calculations are accurate and meet the requirements of the Regulations. The calculations and pay gap data have been collected and presented within this report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

John Doherty
Chief Executive
March 2019