

Loughborough College

2019 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 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 17.3%¹.

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 2019 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 14.4% and a median hourly gender pay gap of 18.3%.

These figures show a decrease and closing of the median gap of 2% year on year demonstrating that the approaches the college has been taking is having an impact.

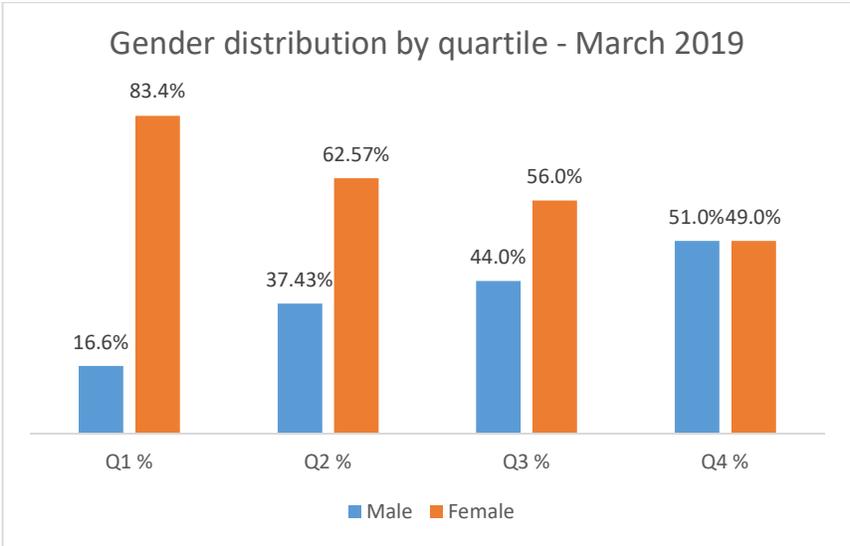
Bonus payments

There were no bonus payments made in the reporting period.

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 chart below:

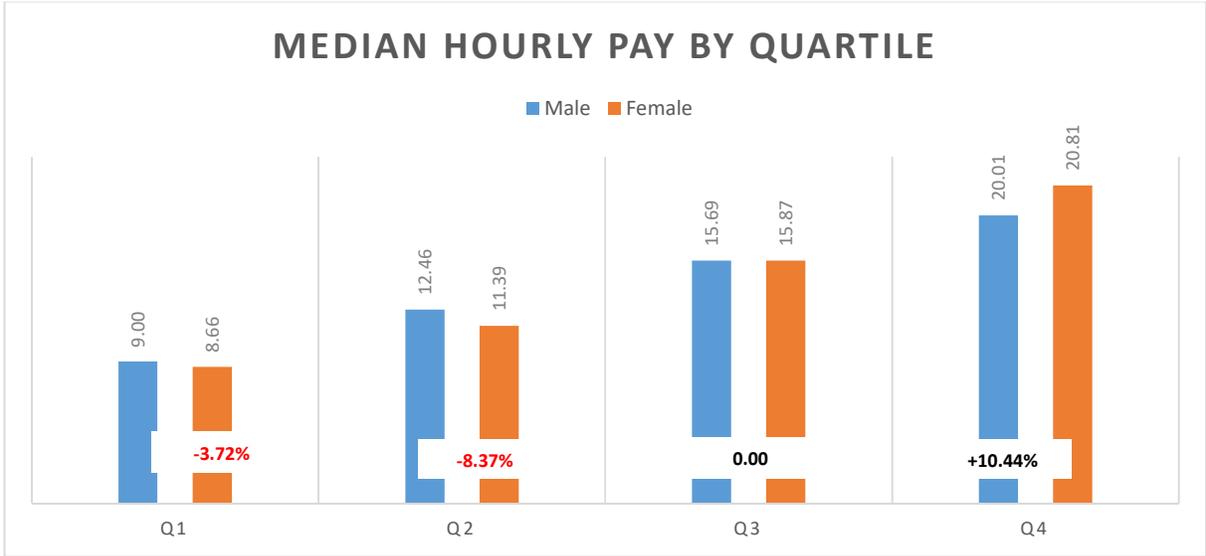
1. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019>



| Band | Quartile |
|------|-----------------------|
| Q1 | Lower Quartile |
| Q2 | Lower Middle Quartile |
| Q3 | Upper Middle Quartile |
| Q4 | Upper Quartile |

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 quartile and equal pay in the third quartile.



Action Plan

The college believes that it is a fair employer. It carries out equal pay analysis to ensure that parity is maintained. The gap 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.

The college has reduced the gap in the previous academic year by 2% and the college is committed to reducing the gap even further.

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;
- 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 undertake them;
- ensure there is a gender mix of learners wherever possible;
- consider adoption of the Living Wage Foundation Minimum Wage

What have we done:

- introduced unconscious bias training for managers to ensure we maintain a fully inclusive culture;
- introduced a Women in STEM focus group including staff and learners;
- approved 100% of 22 flexible working applications;
- applied a weighted pay award aimed at increasing the salaries of the lowest paid earners in quartile 1 which are 83% female.

As noted there has been significant progress and the college will continue to champion these initiatives. In addition, the college will:

- continue to review all recruitment applications to ensure that that applications are representative of the local demographic
- promotion of role models in under-represented areas
- review and strengthen succession planning

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.



Colin Butler

Acting Principal

March 2020