

Loughborough College

2020 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 17.4%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 2020 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 13.5% and a median hourly gender pay gap of 18.3%.

These figures show a decrease and closing of the mean gap of 2% year on year and this is placed just above the national average.

Bonus payments

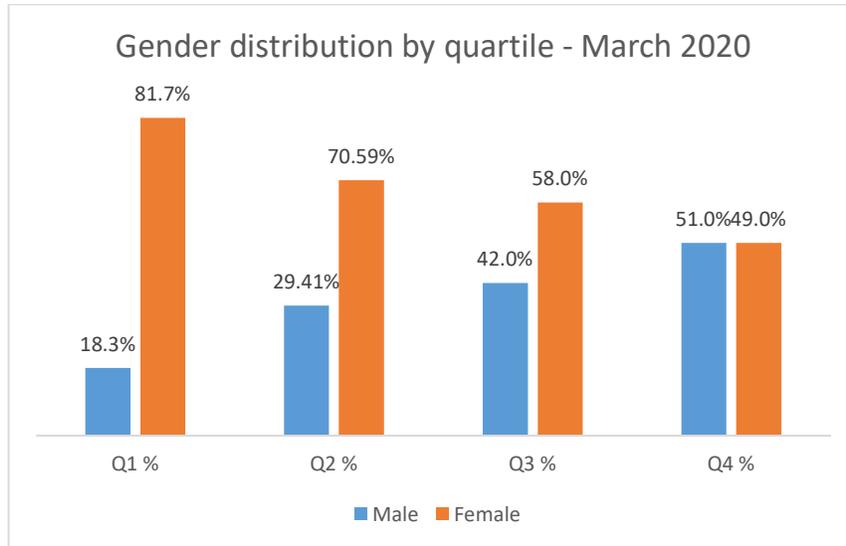
There were no bonus payments made in the reporting period.

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 below graph.

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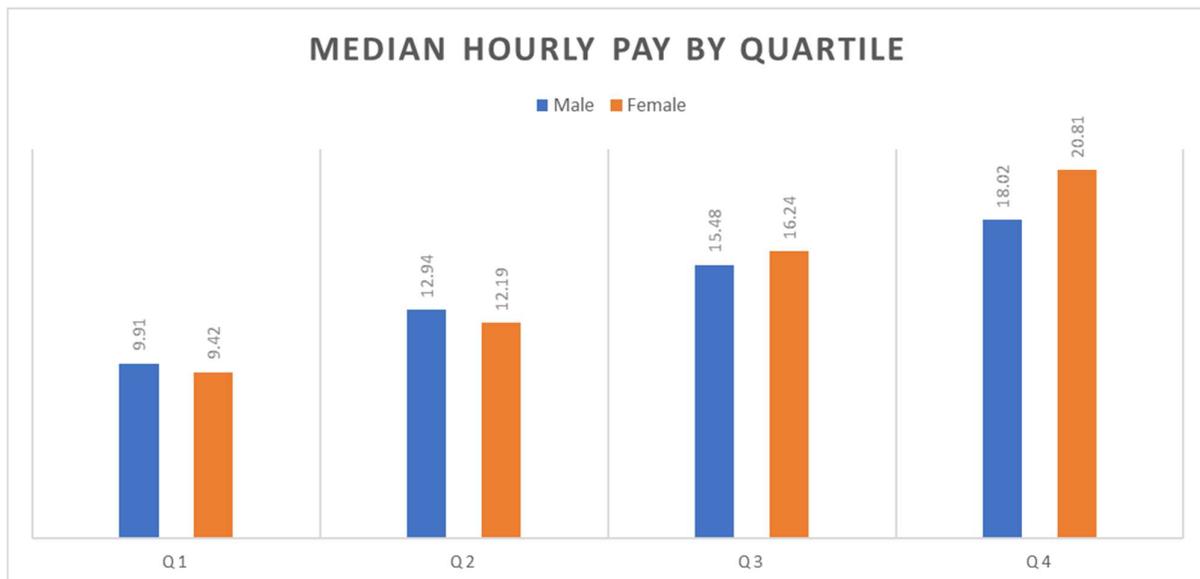
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>



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 third and fourth quartiles.



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.

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;
- 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 undertake them;
- ensure there is a gender mix of learners wherever possible;
- continue to review all recruitment applications to ensure that that applications are representative of the local demographic
- promote role models in under-represented areas

These actions have been fulfilled and will continue to be delivered as part of 'business as usual' activities. The College is working towards an Investors in Diversity programme to underpin the ethos that we are representative of the demographic of the local area and to encourage under-represented role models.

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

Vice Principal

March 2021