



In 2017 the Government introduced a requirement for all organisations with over 250 employees to publish data in relation to gender and pay. We must publish this information on our website and on a central government portal. As well as complying with legal responsibilities we undertake this work as part of the College's overarching commitment in placing equality, diversity and inclusion at the heart of everything we do.

The Pay Gap

The following section shows the results of our analysis. We have followed the legislation and used the ACAS guide 'managing gender pay reporting' in coming to these conclusions.

At the College's 'snapshot date' of 31st March 2021 the results were:

An average (mean) pay gap between females and males of **6.3%**.

A median pay gap of **8.4%**.

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

Lower Quartile = 26.6% male
 73.4% female

Lower Middle Quartile = 33.6% male
 66.4% female

Upper Middle Quartile = 41.3% male
 58.7% female

Top Quartile = 37.5% male
 62.5% female

The College Approach

The College for a number of years has had a clear and transparent pay framework with one single pay spine with the aim of achieving clarity and fairness when rewarding staff. Whilst the pay gap is smaller than many similar organisations we are committed to continuing this transparency and to reduce this gap. We will continue to gather evidence and report this data on an annual basis as well as continue with regular scrutiny of grading decisions through the SLT led Staffing Panel and Regrading Policy.