



Gender Pay Gap Commentary for Kingston Maurward College

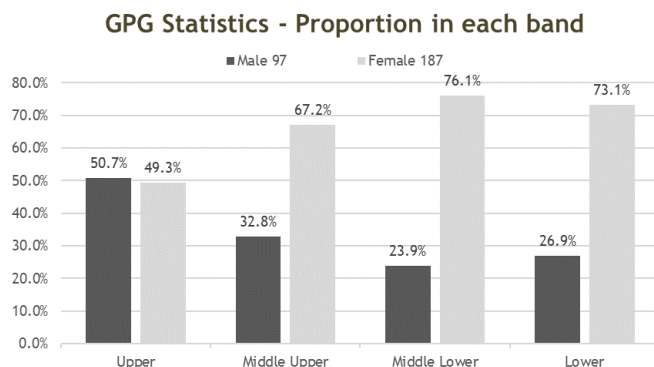
As an employer with over 250 employees Kingston Maurward College is required to publish a Gender Pay Gap report on its website and on the Government's online service: <https://gender-pay-gap.service.gov.uk/Viewing/search-results> by 30 March 2018. The period covered by the report is of a snapshot of the data taken on 31 March 2017.

The College is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It is committed to paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

The College engaged external advisors to support the Gender Pay Gap process, and commissioned an Equal Pay Audit at the same time.

The results for Kingston Maurward College's Gender Pay Gap are as follows:-

1. Mean gender pay gap of **19.5%** (in favour of men).
This is in line with both the education sector mean of 18.3% and the national mean of 17.4%
2. Median gender pay gap of **26.5%** (in favour of men).
This is in line with the education sector median of 26.4% although higher than the national median of 18.4%
3. **No difference** in mean bonus pay.
This demonstrates a fair balance of access between the genders.
4. **No difference** in median bonus pay.
This demonstrates a fair balance of access between the genders.
5. **6% of women** and **4% of men** were in receipt of a bonus
This relates to 'staff member of the month' awards available to all staff who do not hold a management post.
6. Proportion of males and females in each quartile band – see chart below.



This demonstrates a fair gender balance across the top quartile but shows that the proportion of women in the higher paid quartiles is lower. These figures have been calculated using the standard methodologies used in the Equality Act (Gender Pay Gap Information) Regulations 2017.

Background and Action Already Taken

Across the UK as a whole, men are more likely than women to be in senior roles, especially very senior roles at the top of organisations, while women are more likely than men to be in front line roles at the lower end of the organisation. Many women take time out of the labour market and work part time because of unequal sharing of care responsibilities which affects career progression.

The College reviews all of its policies and practices to ensure that discrimination does not occur and is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. The gender pay gap is the result of the roles in which men and women choose to work within the organisation and the salaries that these roles attract.

Staff with caring responsibilities are well served at the College with options including flexible working patterns, part time and term time contracts. The rate of return after maternity leave is high with contract flexibility available.

As part of the college's promotion of equal opportunities, Equality and Diversity training is a mandatory part of the new staff induction for all new employees. Equality and Diversity is also embedded into all study programmes, apprenticeship programmes and tutorial sessions, promoting equal opportunity and dispelling gender stereotypes.

The College's recruitment and selection process is overseen by the HR team to ensure there is no gender bias in decision making. Personal information is removed at the shortlisting stage and all selection panels have a HR professional involved as a panel member and advisor. Salaries are aligned to identified pay scales and criteria which include range of vocational experience, level of teaching qualification held and size of caseload. Market pay supplements are only used where the job market dictates the need to do so and these are reviewed regularly.

Over the last 5 years, the College has focused its attention on salary increases to ensure gender parity and to fund the achievement of teaching qualifications where new staff with strong vocational skills and experience, but no teaching qualifications have been appointed.

The College has a limited budget each year to assign to reward and salary increase. Currently these have to be targeted at National Living Wage and maintaining appropriate differentials within the lower business professional salary scales.

At 31 March 2017, the College employed 65.9% women and 34.1% men – this reflects the education sector demographics as well as the College's student population. The College's proportion of males and females in each quartile band is in line with other local and regional Colleges.

Action to address the College's Gender Pay Gap

Over the following year, the College plans to:

1. Review the areas where pay differences have been identified.
2. Review its salary scales.
3. Review the salaries of any staff who are paid off-scale.
4. Review its pay related policies.
5. Review its approach to maternity and paternity pay.

I confirm that the information in this statement is correct.

Luke Rake
Principal and Chief Executive
27 March 2018