**Gender Pay Gap Reporting 2018**

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, Cirencester College has a legal duty to report on gender pay gaps.

The college’s gender pay gap for the snapshot period of 31 March 2018 is :

|  |  |
| --- | --- |
| **Mean** gender pay gap | 20.7 % |
| **Median** gender pay gap | 26.0% |
| No **bonus** payments were made during the snapshot period. | |

We had 298 staff at the College on the snapshot date divided equally into 149 academic staff and 149 support staff. The overall gender split was 62.4% female and 37.6% male.

|  |  |  |
| --- | --- | --- |
| **Support staff** | % | Nos. |
| F | 70.3.1% | 111 |
| M | 29.7% | 47 |
|  |  |  |
| **Academic staff** |  |  |
| F | 56.6% | 73 |
| M | 43.4% | 56 |

**Reporting by quartile.**

For reporting purposes the staff are divided into 4 equal-sized quartile bands depending on their pay level per hour.

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | **Male** | **Female** |
| Lower Quartile |  | 18.1% | 81.9% |
| Lower Middle Quartile |  | 33.3% | 66.7% |
| Upper Middle Quartile |  | 38.9% | 61.1% |
| Upper Quartile |  | 53.5% | 46.5% |

**Accounting for the gender pay gap.**

Cirencester College reviews all of its policies and practices to ensure that discrimination does not occur against any group of workers and we are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. The gender pay gap results from the different roles in which men and women predominantly work within the organisation and the salaries that these roles attract.

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 choose to work part time because of care responsibilities which then affects career progression. Cirencester College has had a very stable staff team for a long period which has contributed to male lecturers who have progressed through the College holding most of the senior positions. In the lower quartile the imbalance is amplified by the large number of exam invigilators who we employ.

The pattern from the UK economy as a whole is reflected in the makeup of our workforce. Many front line support roles are held by women and proportionally more men hold senior roles. Unlike many Colleges we do not contract out many of these support roles, preferring to employ our own staff. For example in catering.

**Closing the gender pay gap at Cirencester College – Current actions**

Cirencester College is committed to reducing both the overall gap and that in the upper quartile.

There is rigorous oversight by our HR function to ensure that there is no gender bias in any recruitment and selection or career promotion process.

Where there are mixed groups of suitable applicants we always ensure a mixed gender group are called for interview. For mixed groups of job applicants we always have a mixed gender panel.

Staff with caring responsibilities are well served at the College with options including part time and term time contracts and salary sacrifice child care vouchers. Discretionary maternity benefits are higher than in much of the private sector and the rate of return after maternity leave is high. Contract flexibility is available where it can be accommodated with the needs of the College and its students.

Cirencester College works hard with its own students and local school partners to promoting equal opportunity and dispelling gender stereotypes, particularly around career options.

**The college’s action plan to close the gender pay gap includes**

* a rolling review of support salary scales and job roles in order to provide developmental opportunities
* development of a talent management programme to identify and ‘grow’ a more gender-balanced cohort of future leaders and middle managers
* developing short term project roles to give aspirational staff of either gender opportunities to develop prior to application for higher roles.
* complying with 2017 statutory regulations on pay audits

The impact of this action plan will become more apparent in 2019 and 2020 reports.