

Date:	Snap shot date: 31 March 2018			
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Mean Pay:	The mean gender pay gap is the difference between the:			
	<ul style="list-style-type: none"> • mean (average) gross hourly pay of female employees (taken as a single group); and • mean (average) gross hourly pay of male employees (taken as a single group). 			
	Calculate the percentage difference.			
	Female	Male	Difference	% gender pay gap
	14.85	16.99	2.14	12.6%
Median Pay:	The median gender pay gap is the difference between the:			
	<ul style="list-style-type: none"> • The mid-point (median) gross hourly pay of female employees (taken as a single group); and • The mid-point (median) gross hourly pay of male employees (taken as a single group). 			
	Calculate the percentage difference.			
	Female	Male	Difference	% gender pay gap
	16.79	13.11	3.68	21.9%

Pay quartiles:	Divide your overall pay range into four equal quarters giving you 4 pay bands or 'quartiles'.							
	Calculate the number of men and women in each quartile.							
	*Each quartile contains an equal number of employees.							
	The gender split in each pay quartile:							
	1 st Quartile Lower pay		2 nd Quartile		3 rd Quartile		4 th Quartile Upper pay	
Female	Male	Female	Male	Female	Male	Female	Male	
81	13	67	27	58	36	60	33	
%	86.17	13.83	71.28	28.72	61.70	38.30	64.52	35.48

Commentary

At the point in time of reporting Her Majesties Revenue and Customs (HMRC) Craven College employed 375 employees. The Gender Pay Gap Reporting Regulations require the College to report on aggregate employee pay data based on average and not individual earnings. The data covers all relevant employees using hourly rates of pay. The aim in publicising the data is to ensure that females are not disadvantaged with regard to pay and that they are able to reach their full potential.

In the context of an educational environment, the College typically recruits predominantly female employees. (71% female, 29 % male). The data set indicates a mean and median gender pay gap (12.6% and 21.9% respectively).

In the Lower Quartile 1. there is a significantly larger percentage of females (86%), where part time administrative posts are predominantly occupied by female staff, some of whom have childcare responsibilities. Rates of pay for those on variable hour contracts across the college compared with salaried employees tend to be lower. Lower rates of pay for those on variable hour contracts result in the overall pay gap to be greater than for salaried employees, predominantly in the higher Quartiles.

The Quartiles 2.-4. include a higher percentage of males (28-38%) however, females continue to occupy the majority of these positions (72-62%). A number of females continue to work as part time teachers on an hourly paid basis, where there is the opportunity for flexibility of hours.

The Upper Quartile 4. includes the highest paid post holder, who is male. If this salary was excluded from the data, this would reduce the mean pay gap even further from 12.6% to 11%.

The UK national average hourly median gender pay gap is 18.4%, according to the Office for National Statistics. The national average mean gap is 17.4%. The gender pay gap of 12.6%, whilst an increase from last year, is still lower at the college than the UK generally.

The College is fully engaged in gender equality and diversity. The College has a comprehensive Equality and Diversity policy where the principles are fully embedded within the College's mission and vision which creates a culture of inclusiveness.