

RUNSHAW COLLEGE GENDER PAY GAP REPORT 2017

Introduction

As part of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, all employers of 250 or more employees are required to publish their gender pay gap as at 31st March 2017. The College is committed to the fair treatment of all staff irrespective of gender which is part of an overall strategy in placing equality and diversity at the heart of everything we do.

Organisational Context

The FE workforce is predominantly female: 60% of all FE staff are female of which 62% work-part-time (FE College Workforce Data 2015-16). The College employs a greater proportion of female staff who work part-time than the FE sector: 72% are female of which 75% work part-time.

The College operates structured salary scales for each job family, based on skills, experience and responsibility required for each role, regardless of gender. There are a variety of family friendly policies in place including flexible working and significant opportunities for part-time and term time only working which traditionally attract more female staff who, in line with societal norms, typically have greater caring responsibilities. The College has a high maternity return rate.

There is a good representation of women in management roles and 70% of the senior management team is female. Recruiting, retaining and developing a diverse workforce continues to be a priority and further work will be undertaken to strengthen this.

When analysing the gender pay gap by occupational groupings, non-teaching staff significantly contribute to the gender pay gap. The College has a higher number of female staff in the lower and middle pay quartiles. This is partly explained by the College choosing to directly employ service staff (Cleaning and Catering) unlike other Colleges who choose to contract out these services. Traditionally, these occupations attract more women, are part-time and pay rates are relatively low. Over the last three years, the College has been addressing low pay, increasing the minimum hourly rate and removing lower scale points. It will also take steps to challenge occupational segregation. The impact of these actions should be evident in the near future.

Gender Pay Gap

	MEAN Average	MEDIAN Middle
Difference between Men and Women	14.6 %	19.2%

The College's gender pay gap is comparable with national statistics which show that the gender pay gap was 18.1% in 2016 (The Annual Survey of Hours and Earnings 2016).

Pay Quartiles



28% 72%

**All Staff
(March 17)**



15% 85%

Lower Quartile



25% 75%

**Lower Middle
Quartile**



35% 65%

**Upper Middle
Quartile**



37.5% 62.5%

Upper Quartile

Bonus Pay

The College does not operate a bonus pay scheme.

I confirm that Runshaw College gender pay gap calculations are accurate and meet the requirements of the Regulations.

Signed

Simon Partington
Principal

Dat: 14 March 2018