

## **RUNSHAW COLLEGE GENDER PAY GAP**

### **REPORT 2018**

#### **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 31<sup>st</sup> March on an annual basis. This is the College's second gender pay gap report.

#### **Organisational Context**

Like many Colleges, we have a predominantly female workforce (72%) across all of the pay quartiles, with women dominating the lower and lower middle pay quartiles (over 80%). At the same time, the majority of staff (65%) at Runshaw continue to work part time, although this is much more prevalent amongst non-teaching staff where 73% of staff 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 extensive family friendly policies in place such as flexible working, career break and special leave and other benefits that support a greater work-life balance. The College also has a very high maternity return rate (95%).

We have robust recruitment practices in place to ensure we recruit the best candidate for the role regardless of gender. There continues to be a good representation of women in management roles (58%) with 70% representation in the senior management team

When analysing the gender pay gap in more detail, it is clear that our non-teaching staff significantly contribute to the gender pay gap. Part of this can be attributed to the fact that we directly employ our catering and cleaning staff of whom 82% are female. These are occupations which traditionally attract more women, are mainly part-time and pay rates are relatively low when compared to many other pay rates at the College. We will continue to address low pay and explore other strategies to address the gender pay gap.

**Gender Pay Gap**

Difference between Men and Women		MEAN Average	MEDIAN Middle
			15.3 %

**Pay Quartiles**



28% 72%

15% 85%

22% 78%

37% 63%

39% 61%

All Staff (March 2018)

Lower Quartile

Lower Middle Quartile

Upper Middle Quartile

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

Date: 25/3/19