

EQUAL PAY AND GENDER PAY GAP REPORT



1.0 Equal Pay Introduction

The data used to prepare this report was extracted from the College's HR System on 31 January 2018 and has been analysed for all employees irrespective of their terms and conditions to calculate pay gaps. Subsequently, employee data has been grouped as considered to be appropriate. Detailed comparisons are not shown where this would enable individuals to be identified.

As a result of the Managing Organisational Change process and subsequent restructuring of Departments, there are a total number of 77 members of staff on conserved salaries. Of these, 52 (67.53%) are female and 25 (32.47%) are male. The majority of these members of staff, 35 (45.45%), are on the current Lecturing scale. It is expected that they will revert to Lecturing scale from April 2018 as a result of the agreements reached through national bargaining and the conservation periods will end. Any member of staff on conservation has been excluded from this report to avoid affecting the overall equal pay difference. It is expected that the majority of conservation periods will end by 31 August 2019.

In considering the results from equal pay audits, it is generally accepted that differences of 5% or more or any recurring differences of 3% or more merit further investigation. This is not definitive and does not mean that other differences are not significant or that the College is protected from equal pay claims more than such patterns are a good starting place for consideration. This percentage guide has been used to generate recommendations from this equal pay audit.

The calculations within the following analysis are based on the mean and median hourly rate, (mean = the average hourly rates in each group), (median = is the hourly rate value separating the higher half of the hourly rates from the lower half). If there is an odd number within the hourly rates, the median is the middle value and where there is an even number of data values, the median is the mean of the two data values in the middle.

The data to support the findings in this report are included at the appendices for information. No staff numbers have been identified within the tables for disability or ethnicity due to the small number of staff declaring a disability or ethnicity other than white.

Equal Pay Statement for Staff

Fife College reaffirms the principle that all members of staff receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value. The College will:

- Ensure that all pay practice applies equally to all staff and is best practice;
- Communicate pay practice to help members of staff develop understanding of how pay is determined;
- Undertake equal pay audits in accordance with any legal obligations and in any case at least once every two years;
- Provide guidance and support to managers where they make decisions on pay and benefits for staff; and
- Work within the National Bargaining Framework for colleges in Scotland including implementation of any agreed job evaluation scheme.

Methods for Calculating the Pay Gap

The Equal Pay Audit and Gender Pay Gap information contained in this report have been calculated using the mean and median salaries expressed as a percentage.

- For both the Equal Pay Audit and the Gender Pay Gap Information, a negative % demonstrates a pay gap in favour of men
- For the Equal Pay Audit, a negative % demonstrates a pay gap in favour of employees from White groups
- For the Equal Pay Audit, a negative % demonstrates a pay gap in favour of employees who have declared no disability

Equal Pay Report – Horizontal and Vertical Occupational Segregation

- Vertical Segregation refers to the clustering of individuals into different levels of work; within the College this means different Grades.
- Horizontal Segregation refers to individuals in different types of job or occupational categories.
 - For the purposes of this analysis individuals have been grouped into 15 broad occupational groups:
 1. Principal

2. Vice Principals
3. Assistant Principals
4. Director – Academic – Individuals who manage academic faculties within the College
5. Director – Professional Services – Individuals who manage the support functions within the College
6. Academic Manager – Individuals who manage a team within an academic faculty and who have a limited teaching commitment
7. Manager – SPS – Individuals who manage a number of Learning Centres within the Scottish Prison Service
8. Manager – Professional Services – Individuals who are responsible for the day to day operation of the support functions within the College
9. Academic Team Leader – SPS – Individuals with responsibility for a Learning Centre within the Scottish Prison Service
10. Promoted Lecturer – Individuals who support the continued professional development of academic staff within the College
11. Lecturer – individuals in roles that directly teach
12. Lecturer – SPS – individuals who teach in the Learning Centres
13. Academic Support – Individuals who support the academic faculties
14. Professional Services – Academic Faculty – Individuals who have a support function within an academic faculty
15. Professional Services – Individuals who provide operational or administrative support to the College

Summary of key findings and recommendations

1.0 Overall Gender Pay Gap – Gender

Fife College has an overall mean and median pay gap of **-3.45%** and **-0.73%** respectively as seen in **Chart One – Overall Gender Pay Gap**.

Comparing this information to that of the previous equal pay report, there has been an increase of 1.38% in the mean pay gap and a 1.34% decrease in the median pay gap. This occurs as a result of the difference between the average hourly rate of pay between females and males in the Executive, Promoted Lecturer, Academic, Support Grades G & H and Academic – SPS Grade.

Comparing the College Profile and that of the College Education Sector in Scotland, there is no difference between the percentage of females and males working within the sector.

2.0 Overall Gender Pay Gap – Disability

Fife College has an overall mean and median pay gap of **-41.83%** and **-48.21%** as seen in **Table Two – Overall Pay Gap – Disability**. This is due to a small number of individuals declaring a disability at 5% combined with 6% of individuals not declaring either positively or negatively.

Comparing Fife College Disability population against that of the College Education sector in Scotland, Fife College's profile shows that individuals who have declared a disability is 1% higher than that of the Sector.

3.0 Overall Gender Pay Gap – Ethnicity

Fife College has an overall mean and median pay gap of **-66.95%** and **-74.64%** as seen in **Table Three– Overall Pay Gap – Ethnicity**. This is due to a small number of individuals declaring a ethnicity other than White at 0.66% combined with 5.3% of individuals not declaring an ethnicity at all.

The College's race/ethnicity categories do not match those in the census however it is possible to add categories together to facilitate comparison. The number of staff who declared an ethnicity other than 'White' is 14 and represents 1.46% of the total College profile. If this percentage is compared to the census data for Fife County at 2.4% and for Scotland at 4%, there is a slight under declaration of ethnicity/race by staff. This is however unlikely as only 43 individuals have not made a declaration or have indicated 'prefer not to say'.

Comparing Fife College's Race/Ethnicity profile against that of the College Education Sector in Scotland, the sector has a slightly higher percentage of people declaring a 'White' background compared to that of the College. There is a 1% difference in individuals who have declared their race/ethnicity as 'Other' than 'White' and a 3% difference to individuals who have 'Not Declared' a Race/Ethnicity.

Table One - Overall Gender Pay Gap

Female	%	Male	%	Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
622	61.04%	397	38.96%	-£0.72	-£0.15	-3.45%	-0.73%

Table Two - Overall Pay Gap – Disability

No	%	Yes	%	Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
855	95.00%	45	5.00%	-£6.72	-£6.64	-41.83%	-48.21%

Table Three - Overall Pay Gap – Ethnicity

BME	%	White	%	Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
6	0.66%	900	99.34%	-£9.14	-£8.72	-66.95%	-74.64%

In terms of Gender, the College has a significantly lower pay gap from that of Scotland as a whole. The official statistics for Scotland¹ report that the gender pay gap for full-time workers equates to 7.3% in 2015, however this percentage has declined from 18.4% in 1997. The overall pay gap was 16.8% in Scotland for all workers in 2015 again this is a reduction from 1997 which saw the gender pay gap sitting at 26.6%.

Recommendations

- Develop the Fife College Job Vacancies website with information relating to equality and diversity, the benefits of working at Fife College and changing the link which is included in the advert with a link to the vacancies page on the website may encourage candidates to disclose their protected characteristics.

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- To analyse further applications for professional services posts by grade to establish if more females than males apply for lower graded posts. If so, conduct research into why and how this can be addressed.
- Establish if there is a difference in females and males applying for academic posts within specific departments. If so, conduct research into why and how this can be addressed.
- Posters and leaflets produced and distributed throughout the campuses on why equality data monitoring is important to the College. This is to support more people making positive declarations and in particular relating to disability and ethnicity.
- The College has achieved Level Two of the Disability Confident Committed Employer Scheme. This will mean the College can use the Disability Confident Employer badge on stationery and communications. It is hoped this will encourage candidates with a disability to apply for positions within the College and thereby increase the number of staff who declare a disability.
- Include the Leaflet on why equality data monitoring is important to the College with all offer of employment letters, to try and increase the number of declarations made by new staff.
- Further analysis to be completed on starting salaries of staff and whether or not there is a difference between protected characteristics.
- Evaluate where posts are being advertised and whether posts can be advertised through other mediums to capture a diverse pool of applicants.
- It would be recommended that moving forward the data for both the Equal Pay and Gender Pay Gap reports are as at the snap shot date of the 31 March each year.

Appendix One – Vertical Segregation – Gender

Table One

Grade	Female				Male				Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Executive	1	£38.46	£45.72	£49.10	1	£36.26	£51.67	£43.36	-£5.96	£5.74	-13.03%	11.69%
	1	£49.10			1	£38.46						
	1	£49.59			1	£48.26						
					1	£83.71						

Table Two

Grade	Female				Male				Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Personal Contract	3	£21.98	£28.71	£27.47	2	£23.61	£27.49	£25.82	£1.22	£1.65	4.26%	6.00%
	2	£23.61			7	£24.08						
	3	£24.08			1	£24.37						
	1	£25.82			1	£25.82						
	1	£26.99			2	£30.55						
	1	£27.47			1	£31.16						
	1	£30.55			4	£32.86						
	1	£32.21										
	2	£32.86										
	1	£33.60										
	1	£36.68										

Table Three

Grade	Female				Male				Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Promoted Lecturer	2	£23.73	£24.57	£24.57	18	£25.40	£25.40	£25.40	-£0.84	-£0.84	-3.40%	-3.40%
	14	£25.40										

Table Four

Grade	Female				Male				Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Academic	15	£17.43	£19.16	£19.17	17	£17.43	£19.39	£19.82	-£0.24	-£0.65	-1.25%	-3.39%
	9	£17.84			4	£17.84						
	18	£18.88			15	£18.88						
	11	£19.46			14	£19.46						
	148	£20.18			117	£20.18						
	1	£21.13			11	£20.27						
					1	£20.35						
					1	£20.73						

Table Five

Grade	Female				Male				Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Living Wage Fixed Point	6	£8.75	£8.75	£8.75	3	£8.75	£8.75	£8.75	£0.00	£0.00	0.00%	0.00%
A	3	£8.95	£8.95	£8.95	0	£0.00	£0.00	£0.00	£8.95	£8.95	100.00%	100.00%
B	3	£9.23	£9.52	£9.52	3	£9.23	£9.23	£9.23	£0.29	£0.28	3.06%	2.98%
	3	£9.52										
	4	£9.82										
C	6	£10.16	£10.49	£10.47	2	£10.16	£10.49	£10.47	£0.00	£0.00	0.00%	0.00%
	14	£10.47			5	£10.47						
	104	£10.84			18	£10.84						
D	2	£11.29	£11.76	£11.68	1	£11.29	£11.76	£11.68	£0.00	£0.00	0.00%	0.00%
	3	£11.68			10	£11.68						
	19	£12.31			27	£12.31						
E	2	£12.75	£13.30	£13.37	2	£12.75	£13.30	£13.37	£0.00	£0.00	0.00%	0.00%
	3	£13.37			3	£13.37						
	18	£13.77			34	£13.77						
F	12	£14.27	£15.02	£14.89	1	£14.27	£15.02	£14.89	£0.00	£0.00	0.00%	0.00%
	6	£14.89			1	£14.89						
	38	£15.90			20	£15.90						
G	2	£16.47	£17.33	£17.15	1	£16.47	£17.42	£17.42	-£0.09	-£0.27	-0.53%	-1.59%
	2	£17.15			6	£18.37						
	19	£18.37										
H	1	£19.31	£20.39	£20.39	1	£20.22	£20.84	£20.84	-£0.46	-£0.46	-2.23%	-2.23%
	3	£21.47			4	£21.47						

Table Six

SPS Grade	Female				Male				Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)		
	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate						
Personal Contract	6	£21.98	£26.04	£23.89	1	£21.27	£22.84	£21.98	£3.20	£1.91	12.29%	7.99%		
	1	£22.22			6	£21.98								
	1	£22.50			2	£25.27								
	2	£25.27												
	1	£28.57												
	1	£35.71												

Table Seven

SPS Grade	Female				Male				Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)		
	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate						
Academic	1	£17.43	£19.66	£20.02	1	£19.76	£20.15	£20.18	-£0.49	-£0.16	-2.47%	-0.82%		
	1	£17.84			5	£19.82								
	3	£19.82			1	£20.18								
	1	£19.86			1	£20.46								
	3	£20.18			7	£20.53								
	1	£20.46												
	16	£20.53												
	1	£21.19												

Table Eight

SPS Grade	Female				Male				Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
B	5	£9.23	£9.52	£9.52	0	£0.00	£0.00	£0.00	£9.52	£9.52	100.00%	100.00%
	1	£9.52			0	£0.00	£0.00	£0.00				
	1	£9.82			0	£0.00	£0.00	£0.00				
C	4	£10.07	£10.45	£10.45	0	£0.00	£0.00	£0.00	£10.45	£10.45	100.00%	100.00%
	2	£10.84			0	£0.00	£0.00	£0.00				
D	8	£11.29	£11.76	£11.68	0	£0.00	£0.00	£0.00	£11.76	£11.68	100.00%	100.00%
	2	£11.68			0	£0.00	£0.00	£0.00				
	3	£12.31			0	£0.00	£0.00	£0.00				
F	2	£14.27	£14.27	£14.27	0	£0.00	£0.00	£0.00	£14.27	£14.27	100.00%	100.00%

Table Five

Category	Female				Male				Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Director - Professional Services	1	£25.82	£31.66	£32.07	1	£25.82	£29.18	£30.55	£2.49	£1.53	7.85%	4.76%
	1	£30.55			1	£30.55						
	1	£33.60			1	£31.16						
	1	£36.68										

Table Six

Category	Female				Male				Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Academic Manager	14	£25.40	£25.40	£25.40	18	£25.40	£25.40	£25.40	£0.00	£0.00	0.00%	0.00%

Table Seven

Category	Female				Male				Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Manager - SPS	2	£25.27	£26.92	£26.92	1	£21.27	£23.27	£23.27	£3.65	£3.65	13.55%	13.55%
	1	£28.57			2	£25.27						

Table Eight

Category	Female				Male				Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Manager - Professional Services	3	£21.98	£24.29	£23.85	2	£23.61	£26.08	£24.08	-£1.79	-£0.24	-7.39%	-0.99%
	1	£23.61			7	£24.08						
	3	£24.08			1	£30.55						
	1	£27.47										

Table Nine

Category	Female				Male				Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)	
	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate					
Academic - Team Leader SPS	6	£21.98	£22.23	£22.22	6	£21.98	£21.98	£21.98	£0.25	£0.24	1.14%	1.09%	
	1	£22.22											
	1	£22.50											

Table Ten

Category	Female				Male				Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Promoted Lecturer	2	£23.73	£23.73	£23.73	0	£0.00	£0.00	£0.00	£23.73	£23.73	100.00%	100.00%

Table Eleven

Category	Female				Male				Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Lecturer	15	£17.43	£19.16	£19.17	17	£17.43	£19.91	£19.82	-£0.75	-£0.65	-3.92%	-3.39%
	9	£17.84			4	£17.84						
	18	£18.88			15	£18.88						
	11	£19.46			14	£19.46						
	148	£20.18			117	£20.18						
	1	£21.13			1	£20.35						
					1	£20.73						
					1	£24.37						

Table Twelve

Category	Female				Male				Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Lecturer - SPS	1	£17.43	£19.66	£20.02	1	£19.76	£20.15	£20.18	-£0.49	-£0.16	-2.47%	-0.82%
	1	£17.84			5	£19.82						
	3	£19.82			1	£20.18						
	1	£19.86			1	£20.46						
	3	£20.18			7	£20.53						
	1	£20.46										
	16	£20.53										
	1	£21.19										

Table Thirteen

Category	Female				Male				Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)				
	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate								
Academic Support	3	£8.95	£12.88	£12.31	2	£9.23	£13.33	£12.84	-£0.45	-£0.53	-3.53%	-4.33%				
	3	£9.23			5	£10.47										
	3	£9.52			13	£10.84										
	1	£9.82			4	£11.68										
	12	£10.47			8	£12.31										
	52	£10.84			1	£13.37										
	10	£11.29			13	£13.77										
	3	£11.68			1	£14.27										
	6	£12.31			15	£15.90										
	1	£12.75			1	£21.47										
	1	£13.37														
	5	£13.77														
	13	£14.27														
	6	£14.89														
	32	£15.90														
	3	£18.37														
1	£21.47															

Table Fourteen

Category	Female				Male				Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Professional Services - Academic Faculty	4	£8.75	£10.90	£10.47	2	£8.75	£12.93	£12.30	-£2.03	-£1.83	-18.64%	-17.48%
	1	£10.16			1	£10.84						
	1	£10.47			1	£13.77						
	18	£10.84			1	£18.37						
	1	£14.27										

Table Fifteen

Category	Female				Male				Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)				
	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	No of Staff	Hourly Rate	Mean Hourly Rate	Median Hourly Rate								
Professional Services	2	£8.75	£15.18	£13.37	1	£8.75	£13.84	£13.06	£1.34	£0.31	8.81%	2.32%				
	5	£9.23			1	£9.23										
	1	£9.52			2	£10.16										
	3	£9.82			4	£10.84										
	4	£10.07			1	£11.29										
	5	£10.16			6	£11.68										
	1	£10.47			19	£12.31										
	36	£10.84			2	£12.75										
	2	£11.68			2	£13.37										
	16	£12.31			20	£13.77										
	1	£12.75			1	£14.89										
	2	£13.37			7	£15.90										
	13	£13.77			1	£16.47										
	1	£14.27			5	£18.37										
	6	£15.90			1	£20.22										
	2	£16.47			3	£21.47										
	2	£17.15														
	16	£18.37														
	1	£19.31														
	2	£21.47														
2	£23.61															
1	£26.99															
1	£32.86															

Table Three

Grade	No			Yes			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Promoted Lecturer Scale	£23.73	£24.57	£24.57	£25.40	£25.40	£25.40	£0.84	£0.84	3.40%	3.40%
	£25.40									

Table Four

Grade	No			Yes			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Academic	£17.43	£19.50	£19.79	£18.88	£19.91	£19.82	£0.42	£0.03	2.09%	0.17%
	£17.84			£19.46						
	£18.88			£20.18						
	£19.46			£21.13						
	£19.76									
	£19.82									
	£20.18									
	£20.35									
	£20.53									
	£20.73									

Table Five

Grade	No			Yes			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Living Wage Fixed Point	£8.75	£8.75	£8.75	£8.75	£8.75	£8.75	£0.00	£0.00	0.00%	0.00%
A	£8.95	£8.95	£8.95	£8.95	£8.95	£8.95	£0.00	£0.00	0.00%	0.00%
B	£9.23	£9.52	£9.52	£9.23	£9.23	£9.23	-£0.29	-£0.28	-3.06%	-2.98%
	£9.52									
	£9.82									
C	£10.16	£10.49	£10.47	£10.84	£10.84	£10.84	£0.35	£0.37	3.31%	3.49%
	£10.47									
	£10.84									
D	£11.29	£11.76	£11.68	£11.68	£12.00	£12.00	£0.24	£0.31	2.00%	2.67%
	£11.68			£12.31						
	£12.31									
E	£12.75	£13.30	£13.37	£13.37	£13.57	£13.57	£0.27	£0.20	2.05%	1.47%
	£13.37			£13.77						
	£13.77									
F	£14.27	£15.02	£14.89	£14.27	£14.27	£14.27	-£0.75	-£0.62	-4.98%	-4.16%
	£14.89									
	£15.90									
G	£16.47	£17.33	£17.15	£16.47	£0.00	£0.00	-£17.33	-£17.15	-100.00%	-100.00%
	£17.15			£17.15						
	£18.37			£18.37						
H	£19.31	£20.33	£20.22	£19.31	£0.00	£0.00	-£20.33	-£20.22	-100.00%	-100.00%
	£20.22			£20.22						
	£21.47			£21.47						

Table Eight

SPS Grade	No			Yes			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
B	£9.23	£9.52	£9.52	£9.23	£9.23	£9.23	-£0.29	-£0.28	-3.06%	-2.98%
	£9.52									
	£9.82									
C	£10.07	£10.07	£10.07	£10.07	£0.00	£0.00	-£10.07	-£10.07	-100.00%	-100.00%
D	£11.29	£11.76	£11.68	£11.29	£0.00	£0.00	-£11.76	-£11.68	-100.00%	-100.00%
	£11.68			£11.68						
	£12.31			£12.31						
F	£14.27	£14.27	£14.27	£14.27	£0.00	£0.00	-£14.27	-£14.27	-100.00%	-100.00%

Appendix Four – Horizontal Segregation – Disability

Table One

Category	No			Yes			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Principal	£83.71	£83.71	£83.71	£83.71	£0.00	£0.00	-£83.71	-£83.71	-100.00%	-100.00%

Table Two

Category	No			Yes			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Vice Principal	£48.26	£48.98	£49.10	£48.26	£0.00	£0.00	-£48.98	-£49.10	-100.00%	-100.00%
	£49.10			£49.10						
	£49.59			£49.59						

Table Three

Category	No			Yes			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Assistant Principal	£36.26	£37.36	£37.36	£36.26	£0.00	£0.00	-£37.36	-£37.36	-100.00%	-100.00%
	£38.46			£38.46						

Table Four

Category	No			Yes			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Director - Academic	£32.21	£33.59	£32.86	£32.86	£32.86	£32.86	£0.98	£0.00	2.91%	0.00%
	£32.86									
	£35.71									

Table Five

Category	No			Yes			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Director - Professional Services	£25.82	£31.09	£31.16	£25.82	£0.00	£0.00	-£31.09	-£31.16	-100.00%	-100.00%
	£26.99			£26.99						
	£30.55			£30.55						
	£31.16			£31.16						
	£32.86			£32.86						
	£33.60			£33.60						
	£36.68			£36.68						

Table Six

Category	No			Yes			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Academic Manager	£25.40	£25.40	£25.40	£25.40	£25.40	£25.40	£0.00	£0.00	0.00%	0.00%

Table Seven

Category	No			Yes			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Manager - SPS	£21.27	£25.04	£25.27	£21.27	£0.00	£0.00	-£25.04	-£25.27	-100.00%	-100.00%
	£25.27			£25.27						
	£28.57			£28.57						

Table Eight

Category	No			Yes			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Manager - Professional Services	£21.98	£25.54	£24.08	£21.98	£0.00	£0.00	-£25.54	-£24.08	-100.00%	-100.00%
	£23.61			£23.61						
	£24.08			£24.08						
	£27.47			£27.47						
	£30.55			£30.55						

Table Nine

Category	No			Yes			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Academic - Team Leader SPS	£21.98	£22.23	£22.22	£21.98	£0.00	£0.00	-£22.23	-£22.22	-100.00%	-100.00%
	£22.22			£22.22						
	£22.50			£22.50						

Table Ten

Category	No			Yes			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Promoted Lecturer	£23.73	£23.73	£23.73	£23.73	£0.00	£0.00	-£23.73	-£23.73	-100.00%	-100.00%

Table Eleven

Category	No			Yes			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)	
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate					
Lecturer	£17.43	£19.94	£19.82	£20.18	£20.66	£20.66	£0.71	£0.84	3.46%	4.05%	
	£17.84			£21.13							
	£18.88			£20.18							
	£19.46			£21.13							
	£19.76										
	£19.82										
	£20.18										
	£20.35										
	£20.53										
	£20.73										
	£24.37										

Table Twelve

Category	No			Yes			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)	
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate					
Lecturer - SPS	£17.43	£19.79	£20.02	£20.18	£20.18	£20.18	£0.39	£0.16	1.97%	0.82%	
	£18.88										
	£19.82										
	£19.86										
	£20.18										
	£20.46										
	£20.53										
	£21.19										

Table Thirteen

Category	No			Yes			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Academic Support	£8.95	£12.88	£12.31	£8.95	£11.33	£10.84	-£1.54	-£1.47	-13.62%	-13.56%
	£9.23			£9.23						
	£9.52			£10.84						
	£9.82			£13.37						
	£10.47			£14.27						
	£10.84									
	£11.29									
	£11.68									
	£12.31									
	£12.75									
	£13.37									
	£13.77									
	£14.27									
	£14.89									
	£15.90									
£18.37										
£21.47										

Table Fourteen

Category	No			Yes			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Professional Services - Academic Faculty	£8.75	£11.38	£10.65	£10.84	£10.84	£10.84	-£0.54	£0.18	-4.97%	1.69%
	£10.16									
	£10.47									
	£10.84									
	£13.77									
	£14.27									

Table Fifteen

Category	No			Yes			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Professional Services	£8.75	£13.57	£12.75	£8.75	£11.10	£11.26	-£2.47	-£1.49	-22.28%	-13.25%
	£9.23			£9.23						
	£9.52			£10.84						
	£9.82			£11.68						
	£10.07			£12.31						
	£10.16			£13.77						
	£10.47									
	£10.84									
	£11.29									
	£11.68									
	£12.31									
	£12.75									
	£13.37									
	£13.77									
	£14.27									
	£14.89									
	£15.90									
	£16.47									
	£17.15									
	£18.37									
£19.31										
£20.22										
£21.47										

Appendix Five – Vertical Segregation – Ethnicity

Table One

Grade	BME			White			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Executive	£36.26	£0.00	£0.00	£36.26	£50.90	£48.68	-£50.90	-£48.68	-100.00%	-100.00%
	£38.46			£38.46						
	£48.26			£48.26						
	£49.10			£49.10						
	£49.59			£49.59						
	£83.71			£83.71						

Table Two

Grade	BME			White			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Personal Contract	£21.98	£0.00	£0.00	£21.98	£28.57	£27.47	-£28.57	-£27.47	-100.00%	-100.00%
	£23.61			£23.61						
	£24.08			£24.08						
	£24.37			£24.37						
	£25.82			£25.82						
	£26.99			£26.99						
	£27.47			£27.47						
	£30.55			£30.55						
	£31.16			£31.16						
	£32.21			£32.21						
	£32.86			£32.86						
	£33.60			£33.60						
	£36.68			£36.68						

Table Three

Grade	BME			White			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Promoted Lecturer Scale	£23.73	£0.00	£0.00	£23.73	£24.57	£24.57	-£24.57	-£24.57	-100.00%	-100.00%
	£25.40			£25.40						

Table Four

Grade	BME			White			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Academic	£17.43	£0.00	£0.00	£17.43	£19.63	£19.97	-£19.63	-£19.97	-100.00%	-100.00%
	£17.84									
	£18.88									
	£19.46									
	£19.76									
	£20.18									
	£20.35									
	£20.53									
	£20.73									
	£21.13									

Table Five

Grade	BME			White			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Living Wage Fixed Point	£8.75	£0.00	£0.00	£8.75	£8.75	£8.75	-£8.75	-£8.75	-100.00%	-100.00%
A	£8.95	£0.00	£0.00	£8.95	£8.95	£8.95	-£8.95	-£8.95	-100.00%	-100.00%
B	£9.23	£0.00	£0.00	£9.23	£9.52	£9.52	-£9.52	-£9.52	-100.00%	-100.00%
	£9.52			£9.52						
	£9.82			£9.82						
C	£10.47	£10.65	£10.65	£10.16	£10.49	£10.47	£0.16	£0.18	1.57%	1.75%
	£10.84			£10.47						
				£10.84						
D	£11.68	£11.68	£11.68	£11.29	£11.76	£11.68	-£0.08	£0.00	-0.65%	0.00%
				£11.68						
				£12.31						
E	£12.75	£0.00	£0.00	£12.75	£13.30	£13.37	-£13.30	-£13.37	-100.00%	-100.00%
	£13.37			£13.37						
	£13.77			£13.77						
F	£14.27	£0.00	£0.00	£14.27	£15.02	£14.89	-£15.02	-£14.89	-100.00%	-100.00%
	£14.89			£14.89						
	£15.90			£15.90						
G	£16.47	£0.00	£0.00	£16.47	£17.33	£17.15	-£17.33	-£17.15	-100.00%	-100.00%
	£17.15			£17.15						
	£18.37			£18.37						
H	£19.31	£0.00	£0.00	£19.31	£20.33	£20.22	-£20.33	-£20.22	-100.00%	-100.00%
	£20.22			£20.22						
	£21.47			£21.47						

Table Six

SPS Grade	BME			White			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Personal Contract	£21.27	£0.00	£0.00	£21.27	£25.36	£22.50	-£25.36	-£22.50	-100.00%	-100.00%
	£21.98			£21.98						
	£22.22			£22.22						
	£22.50			£22.50						
	£25.27			£25.27						
	£28.57			£28.57						
	£35.71			£35.71						

Table Seven

SPS Grade	BME			White			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Academic	£17.43	£17.64	£17.64	£17.43	£19.59	£19.86	-£1.96	-£2.22	-9.98%	-11.17%
	£17.84			£18.88						
				£19.82						
				£19.86						
				£20.18						
				£20.46						
				£20.53						

Table Eight

SPS Grade	BME			White			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
B	£9.23	£0.00	£0.00	£9.23	£9.53	£9.53	-£9.53	-£9.53	-100.00%	-100.00%
	£9.82			£9.82						
C	£10.07	£0.00	£0.00	£10.07	£10.07	£10.07	-£10.07	-£10.07	-100.00%	-100.00%
D	£11.29	£0.00	£0.00	£11.29	£11.76	£11.68	-£11.76	-£11.68	-100.00%	-100.00%
	£11.68			£11.68						
	£12.31			£12.31						
F	£14.27	£0.00	£0.00	£14.27	£14.27	£14.27	-£14.27	-£14.27	-100.00%	-100.00%

Appendix Six – Horizontal Segregation – Ethnicity

Table One

Category	BME			White			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Principal	£83.71	£0.00	£0.00	£83.71	£83.71	£83.71	-£83.71	-£83.71	-100.00%	-100.00%

Table Two

Category	BME			White			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Vice Principal	£48.26	£0.00	£0.00	£48.26	£48.98	£49.10	-£48.98	-£49.10	-100.00%	-100.00%
	£49.10			£49.10						
	£49.59			£49.59						

Table Three

Category	BME			White			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Assistant Principal	£36.26	£0.00	£0.00	£36.26	£37.36	£37.36	-£37.36	-£37.36	-100.00%	-100.00%
	£38.46			£38.46						

Table Four

Category	BME			White			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Director - Academic	£32.21	£0.00	£0.00	£32.21	£33.59	£32.86	-£33.59	-£32.86	-100.00%	-100.00%
	£32.86			£32.86						
	£35.71			£35.71						

Table Five

Category	BME			White			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Director - Professional Services	£25.82	£0.00	£0.00	£25.82	£25.85	£31.16	-£25.85	-£31.16	-100.00%	-100.00%
	£26.99			£26.99						
	£30.55			£30.55						
	£31.16			£31.16						
	£32.86			£32.86						
	£33.60			£33.60						
	£36.68			£36.68						

Table Six

Category	BME			White			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Academic Manager	£25.40	£0.00	£0.00	£25.40	£25.40	£25.40	-£25.40	-£25.40	-100.00%	-100.00%

Table Seven

Category	BME			White			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Manager - SPS	£21.27	£0.00	£0.00	£21.27	£25.04	£25.27	-£25.04	-£25.27	-100.00%	-100.00%
	£25.27			£25.27						
	£28.57			£28.57						

Table Eight

Category	BME			White			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Manager - Professional Services	£21.98	£0.00	£0.00	£21.98	£25.54	£24.08	-£25.54	-£24.08	-100.00%	-100.00%
	£23.61			£23.61						
	£24.08			£24.08						
	£27.47			£27.47						
	£30.55			£30.55						

Table Nine

Category	BME			White			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Academic - Team Leader SPS	£21.98	£0.00	£0.00	£21.98	£22.23	£22.22	-£22.23	-£22.22	-100.00%	-100.00%
	£22.22			£22.22						
	£22.50			£22.50						

Table Ten

Category	BME			White			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Promoted Lecturer	£23.73	£0.00	£0.00	£23.73	£23.73	£23.73	-£23.73	-£23.73	-100.00%	-100.00%

Table Eleven

Category	BME			White			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Lecturer	£17.43	£0.00	£0.00	£17.43	£20.06	£20.18	-£20.06	-£20.18	-100.00%	-100.00%
	£17.84			£17.84						
	£18.88			£18.88						
	£19.46			£19.46						
	£19.76			£19.76						
	£20.18			£20.18						
	£20.35			£20.35						
	£20.53			£20.53						
	£20.73			£20.73						
	£21.13			£21.13						
	£24.37			£24.37						

Table Twelve

Category	BME			White			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Lecturer - SPS	£17.43	£17.64	£17.64	£17.43	£19.59	£19.86	-£1.96	-£2.22	-9.98%	-11.17%
	£17.84			£18.88						
				£19.82						
				£19.86						
				£20.18						
				£20.46						
			£20.53							

Table Thirteen

Category	BME			White			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Academic Support	£10.47	£11.08	£11.08	£8.95	£12.88	£12.31	-£1.80	-£1.23	-13.97%	-10.00%
	£11.68			£9.23						
				£9.52						
				£9.82						
				£10.47						
				£10.84						
				£11.29						
				£11.68						
				£12.31						
				£12.75						
				£13.37						
				£13.77						
				£14.27						
				£14.89						
				£15.90						
			£18.37							
			£21.47							

Table Fourteen

Category	BME			White			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Professional Services - Academic Faculty	£10.84	£10.84	£10.84	£8.75	£11.38	£10.65	-£0.54	£0.18	-4.74%	1.72%
				£10.16						
				£10.47						
				£10.84						
				£13.77						
			£14.27							

Table Fifteen

Category	BME			White			Mean Difference (£)	Median Difference (£)	Mean Difference (%)	Median Difference (%)
	Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Hourly Rate	Mean Hourly Rate	Median Hourly Rate				
Professional Services	£11.68	£11.68	£11.68	£8.75	£13.75	£13.06	-£2.07	-£1.38	-15.05%	-10.56%
				£9.23						
				£9.82						
				£10.07						
				£10.16						
				£10.47						
				£10.84						
				£11.29						
				£11.68						
				£12.31						
				£12.75						
				£13.37						
				£13.77						
				£14.27						
				£14.89						
				£15.90						
				£16.47						
				£17.15						
				£18.37						
				£19.31						
			£20.22							
			£21.47							

Gender Pay Gap Introduction

From 2017 onwards it is a requirement for organisations employing over 250 staff members to report on their gender pay gap. The purpose of a gender pay gap analysis, as outlined by the Equality and Human Rights Commission, is to focus on comparing the pay of male and female employees. In addition to identifying the differences in pay, the analysis should also explore the factors influencing this and identify actions for addressing these differences.

All academic, professional service and senior managers have been included in the analysis. The information contained within this report should not be compared to the 2018 equal pay audit as the data set and calculation methodology used is different. There is a number of staff who are on conserved salaries who have also been included in this report.

Methodology

The Public Sector Equality Duty requires Fife College to publish their gender pay gap data by 30 March 2018 and then annually. The College is required to produce a gender pay gap report at the snapshot date of 31 March each year which measures the difference between the average earnings of all male and female employees, irrespective of their role and seniority.

Within this report Detailed within this report

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

Gender Pay Gap Report

All Staff

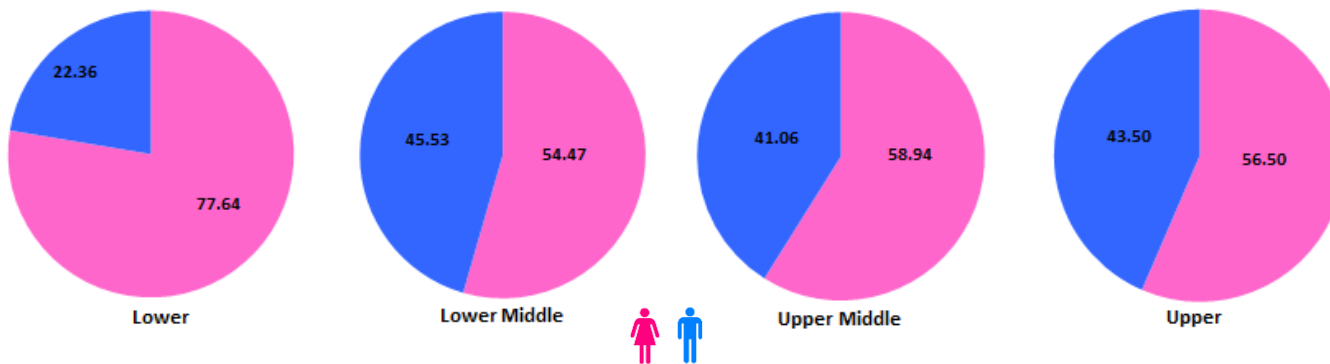
Data has been collected on the snap shot date of the 31 March 2017, where the workforce consisted of 984 staff, 609 (61.89%) Females and 375 (38.11%) males.

Women's Earnings are:

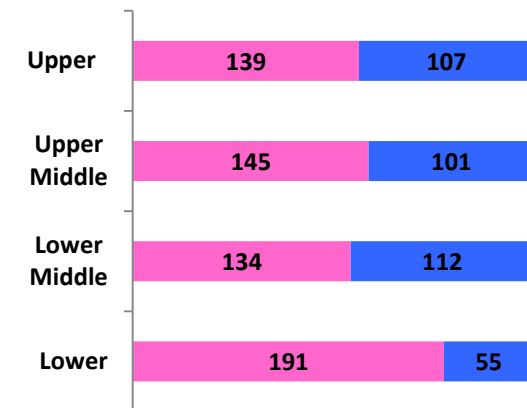
Mean gender pay gap in hourly pay **8.03% Lower**
Median gender pay gap in hourly pay **12.33% Lower**

Mean bonus gender pay gap – **0.00%**
Median bonus gender pay gap – **0.00%**

Proportion of males and females in each pay quartile (%)



Number of men and women in each pay quartile



Analysis

- The mean average hourly rate for Females within the College is £16.02 as opposed to £17.42 for Males, this equates to a difference of £1.40. The median average hourly rate for Females within the College is £15.82 as opposed to £18.04 for Males, a difference to £2.22. This difference is due to a higher proportion of Males 55.46% of the total Males within the College within the Upper Middle and Upper pay quartiles as opposed to 46.63% of females the total females within the College.

Academic Staff

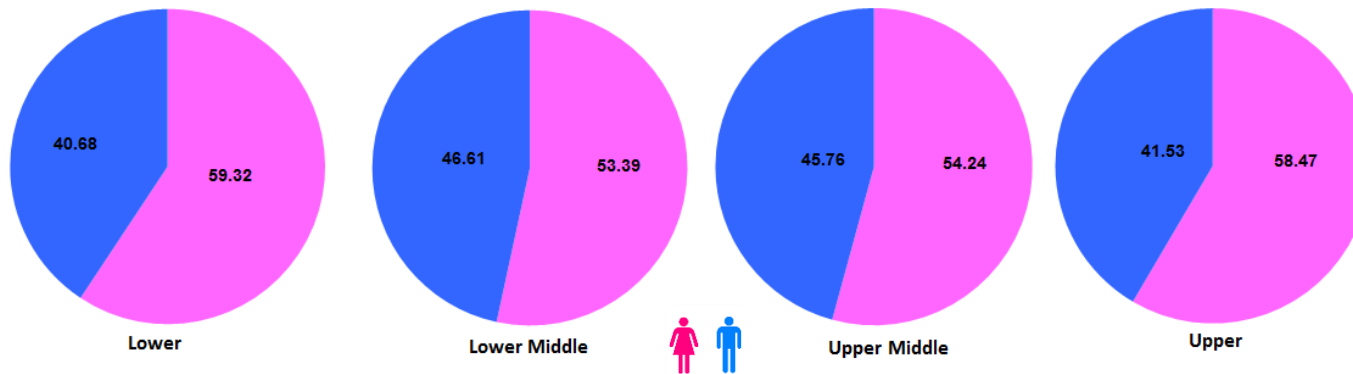
Data was collected on the snap shot date of the 31 March 2017, where the academic workforce consisted of 472 staff, 266 (56.36%) Females and 206 (43.64%) males.

Women's Earnings are:

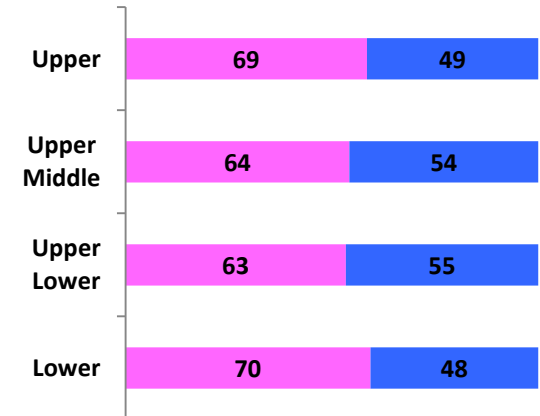
Mean gender pay gap in hourly pay **1.28% Lower**
Median gender pay gap in hourly pay **0.00% Lower**

Mean bonus gender pay gap – 0.00%
Median bonus gender pay gap – 0.00%

Proportion of academic males and females in each pay quartile (%)



Number of males and females in each pay quartile



Analysis

- The mean average hourly rate for Academic Females within the College is £20.03 as opposed to £20.29 for Males, this equates to a slight difference of £0.26. There is no difference in median average hourly rate for Females and Males within the College at £19.46. There is no difference in the Female and Male % within the Upper Middle and Upper pay quartiles.

Professional Services Staff

We collected our data on the snap shot date of the 31 March 2017, where the workforce consisted of 512 staff, 343 (66.99%) Females and 169 (33.01%) males.

Women's Earnings are:

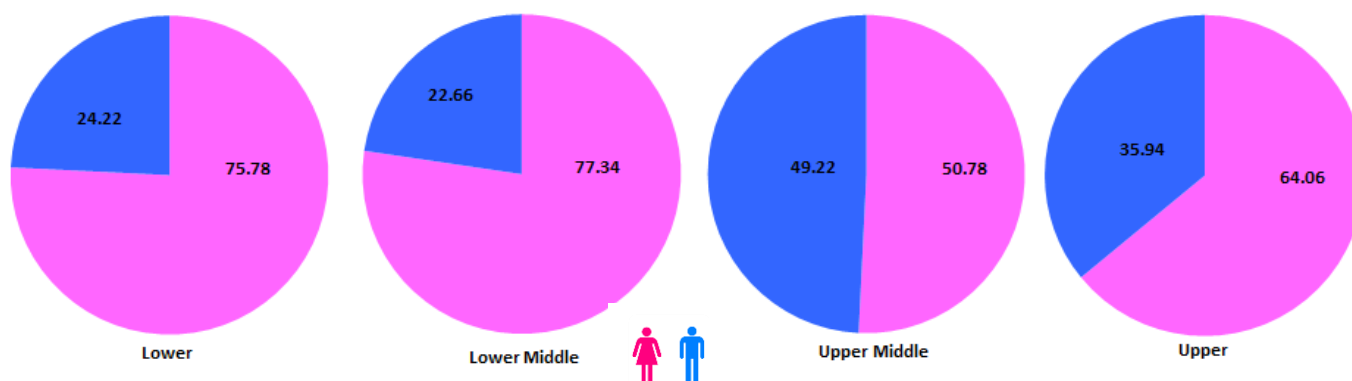
Mean gender pay gap in hourly pay **7.75% Lower**

Median gender pay gap in hourly pay **16.80% Lower**

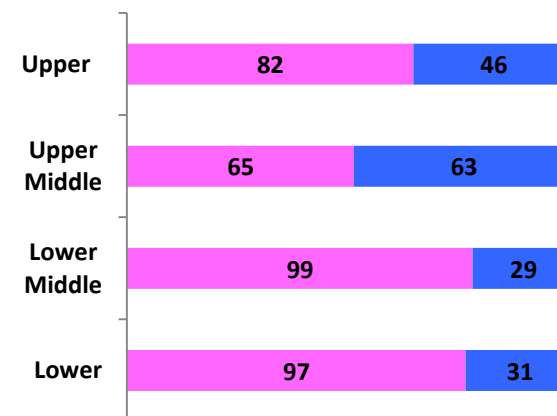
Mean bonus gender pay gap – 0.00%

Median bonus gender pay gap – 0.00%

Proportion of professional services males and females in each pay quartile (%)



Number of males and females in each pay quartile



Analysis

- The mean average hourly rate for Females within the College is £12.91 as opposed to £13.91 for Males, this equates to a difference of £1.00. The median average hourly rate for Females within the College is £11.19 as opposed to £13.45 for Males, a difference to £2.26. This difference is due to a higher proportion of Males 64% of the total Males within the College within the Upper Middle and Upper pay quartiles as opposed to 43% of females the total females within the College.