

# Gender Pay Gap

## Gender Pay Gap – based on data from 31st March 2019

The College has produced the following information in line with the draft Equality Act 2010 (Gender Pay Gap Information) Regulations 2016.

The following data is based on the relevant pay period leading up to the snapshot date of 31st March 2019 ie March 2019 payroll. The data of hourly rates for employees was compiled. Where an individual member of staff has more than one contract the average of the rates was used.

The hourly rate was calculated by taking the monthly salary multiplying this by 7 and dividing it by 30.44 ie the number of days within the relevant pay period, as defined in the legislation.

The required calculations were then undertaken.

## The mean gender pay gap

The hourly rate pay data was split into males and females. The average hourly rate for each gender was calculated by totalling the hourly rates and then dividing them by the number of staff within that group. This gives two figures:

Mean hourly rate of pay of all full-pay relevant male employees **(A)**

Mean hourly rate of pay of all full-pay relevant female employees **(B)**

The final calculation is as follows:

$$\frac{(A-B)}{A} \times 100 = \text{mean gender pay gap}$$

### Summary

#### Mean gender pay gap

Mean hourly rate of pay of all full-pay relevant male employees	£17.33
Mean hourly rate of pay of all full-pay relevant female employees	£16.82
Difference	0.51
<b>Mean gender pay gap as a percentage</b>	<b>2.94%</b>

**The value for the College is 2.94% which indicates men are paid on average more than women by 2.94%.  
(The figure for 31 March 2018 was 2.56%)**

## The median gender pay gap

The hourly rate pay data was split into males and females. The lists were sorted in ascending hourly rate order. The hourly rate of the individual at the midpoint of each list was the median hourly rate. The calculation above was then undertaken.

## Summary

### Median gender pay gap

Median hourly rate of pay of all full-pay relevant male employees £18.55

Median hourly rate of pay of all full-pay relevant female employees £17.45

**Median gender pay gap as a percentage 5.93%**

The median gender pay gap value for the College was 5.93%

(The figure for March 2018 was 6.49%)

## Salary quartiles

The list of male and female members of staff was then amalgamated. The list was sorted in ascending hourly rate order. The list was then split into 4 quartiles (1 quartile of 249 staff, the remaining 3 have 248 staff), and the data was then analysed in terms of number of male and female staff in each quartile. This is to determine if there are any obstacles to women progressing within the organisation. The data showed a similar percentage of women in the lower and upper quartiles indicating there is no blockage to progression.

Salary Quartile	Total	Male	Female	% Male	% Female
Lower quartile	249	74	175	29.72	70.28
Lower middle quartile	248	72	176	29.03	70.97
Upper middle quartile	248	101	147	40.73	59.27
Upper quartile	248	71	177	28.63	71.37

Data from March 2018 is shown below

Salary Quartile	Total	Male	Female	% Male	% Female
Lower quartile	242	75	167	30.99	69.01
Lower middle quartile	242	70	172	28.93	71.07
Upper middle quartile	242	102	140	42.15	57.85
Upper quartile	242	71	171	29.34	70.66

## Summary

Solihull College and University Centre operates grading structures that apply to both male and female staff and there is no differential between vocational areas that may be gender prevalent. Examination of the quartiles for pay show that there is a ratio in the quartiles that reflects the overall College profile. In fact, in the upper quartile female representation is greater than the overall gender profile of 68.54% female..