

## **Sunderland College Gender Pay Gap Report March 2018**

### **Introduction**

The Government under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 introduced gender pay gap reporting. The College now has a legal duty to report and publish data on the gender pay on both the College website and via the Government Equalities Office.

The purpose of gender pay reporting is for organisations in the public sector with over 250 employees to report on and illustrate the difference between the average earnings of men and women in their organisation. This is a new piece of legislation and it is the first time the College has reported such data.

### **Background Information**

The regulations specify that the data must be a snapshot of 31 March 2017, this is taken from our payroll data. They advise that a pay period of a month equates to 30.44 days.

All employees who are paid are included in the calculations, permanent, fixed term and casual. If a casual employee has irregular working hours then the average earnings over a 12 month period have been used.

Basic pay is comprised of allowances (including Market Rate Supplement payments). The following are excluded from any calculations overtime pay, redundancy or termination payments, or non-cash benefits such as those paid through salary sacrifice.

The regulations require us to report on six specific calculations and they also outline the methodology we have to use and what is included in each calculation. These are listed below

1. Mean average gender pay gap
2. Median average gender pay gap
3. Mean average bonus gender pay gap
4. Median average bonus gender pay gap
5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. Proportion of males and females when divided into four groups ordered from lowest to highest pay

The regulations split employees into two different categories for this reporting these are called **relevant employees** and **relevant full-pay employees**.

A relevant employee is someone employed by the College as at the 31 March 2017. This equates to a total of 618 employees of which 232 are males (37%) and 386 are females (63%). This split of male to female staff is common in the FE sector.

A full-pay relevant employee is someone who is employed by the College and is receiving “full pay” during the specified pay period. If an employee is paid less than usual rate of pay or zero (i.e. due to sickness etc.) then they are not classed as a “full-pay relevant employee”. Within our College this equated to 584 employees in total of which 222 are male (38%) and 362 are female (62%).

### Overall Outcome

The results are calculated based on full-pay relevant employees

	Female	Male	Pay Gap
<b>Mean</b>	£13.67	£14.85	7.9%
<b>Median</b>	£13.28	£14.95	11.2%

The Office for National Statistics in 2017 found the mean average pay gap to be 14% which is higher than the College mean average of 7.9%.

### Bonus Payments

These bonus payments are calculated on all relevant employees.

- All payments were for long service awards, the value of the awards is based on the length of service with 30 years being £200 and 20 years being £150. In the 12 month period covered the College made 5, 2 were to women and 3 to men. There were 2 males who received awards for 30 years which impacts on the mean and median outcome.
- Proportionally this means the 1.3% of males received a bonus and 0.5% of females.
- This equated to a mean bonus gender pay gap of 18.2% and a median bonus gender pay gap of 25%

## Quartile Bands

These are based on the full-pay relevant employees

<b>Quartile</b>	<b>Female total number</b>	<b>Female percentage</b>	<b>Male total number</b>	<b>Male percentage</b>	<b>Grand Total</b>
Lower Quartile	104	71.2%	42	28.8%	146
Lower Middle Quartile	99	67.8%	47	32.2%	146
Upper Middle Quartile	79	54.1%	67	45.9%	146
Upper Quartile	80	54.8%	66	45.2%	146