

Gender Pay Report 2020



What is gender pay reporting?

From 2017 onwards, any UK organisation employing 250 or more employees has to publicly report on its gender pay gap.

The gender pay gap shows the differences in the mean or median hourly rate of pay between men and women. It is expressed as a percentage of men's earnings. This is different to equal pay. Equal pay refers to men and women receiving equal pay for equal work.

The mean pay gap is the difference between the average hourly rate of pay between men and women.

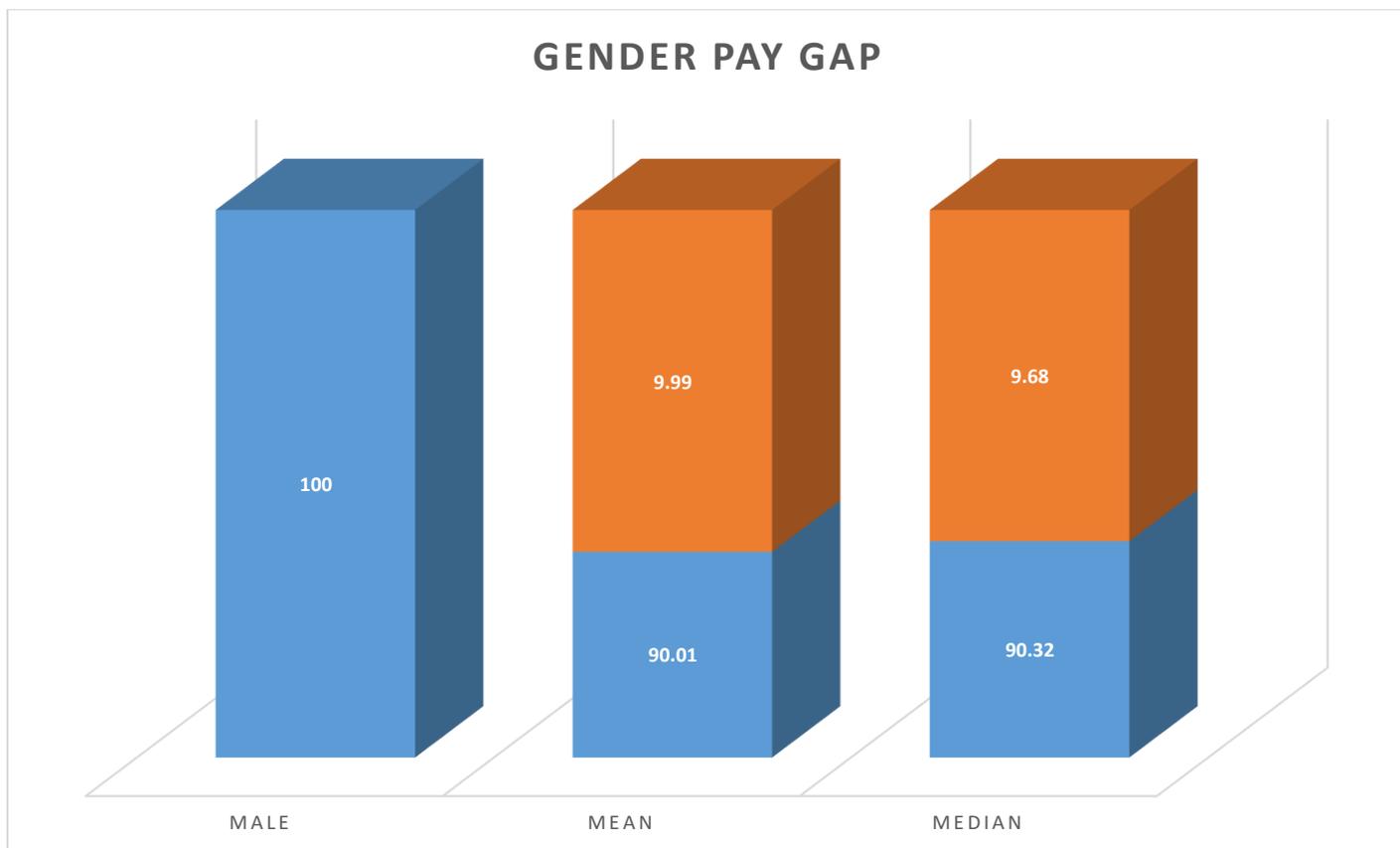
The median pay gap is the difference between the midpoints of the hourly earnings when all the values are listed numerically.

In addition to reporting on the gender pay gap it is also necessary to report on the mean and median bonus gaps, the proportion of men and women receiving bonuses and the proportion of men and women in each quartile of the organisation's pay structure.

Our gender pay gap data

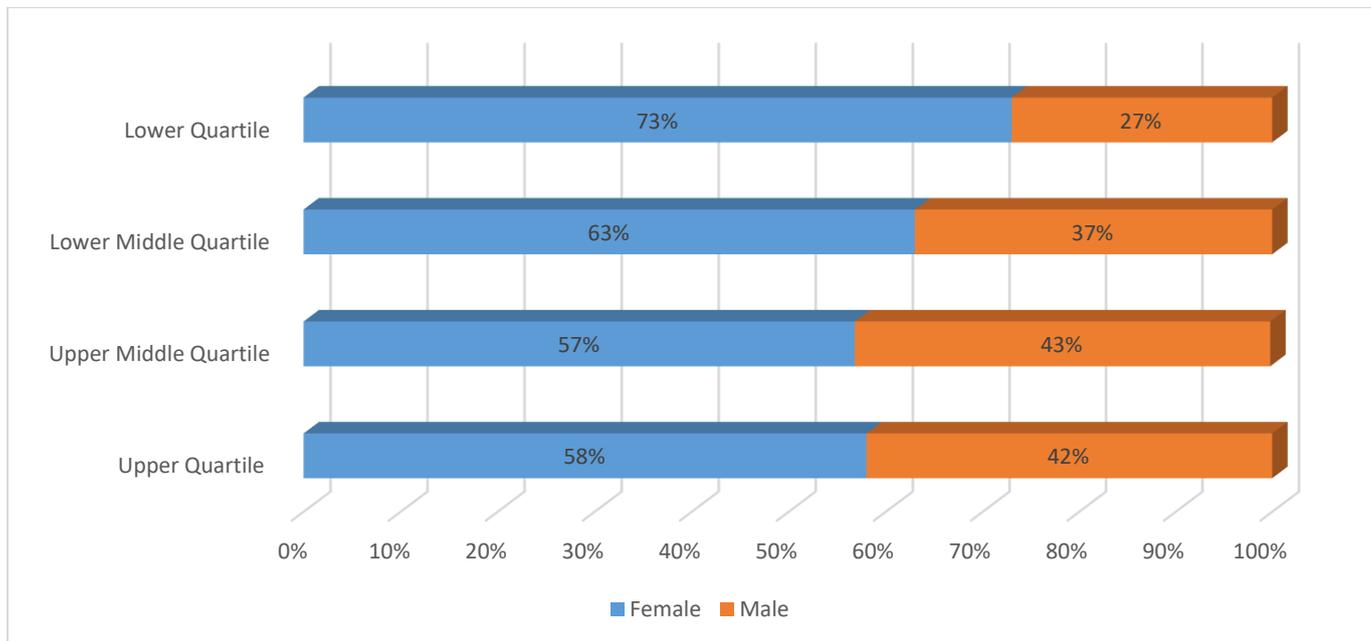
The figures provided in the charts below, are based on hourly rate of pay as at 31st March 2020 and bonuses paid in the year to March 2020.

For the purpose of this report on 31st March 2020, Weston College employed 1081 staff, 63.6% (688) who are female and 36.4% (393) who are male.



Proportion of male and female colleagues in each pay quartile

This chart shows the gender split when we order the hourly rate of pay from highest to lowest and group into four equal quartiles.



The table below shows the difference in % of women in each quartile compared with the overall College workforce of 63.6% female

Lower Quartile	+ 9.4
Lower Middle Quartile	-0.6
Upper Middle Quartile	-6.6
Upper Quartile	-5.6

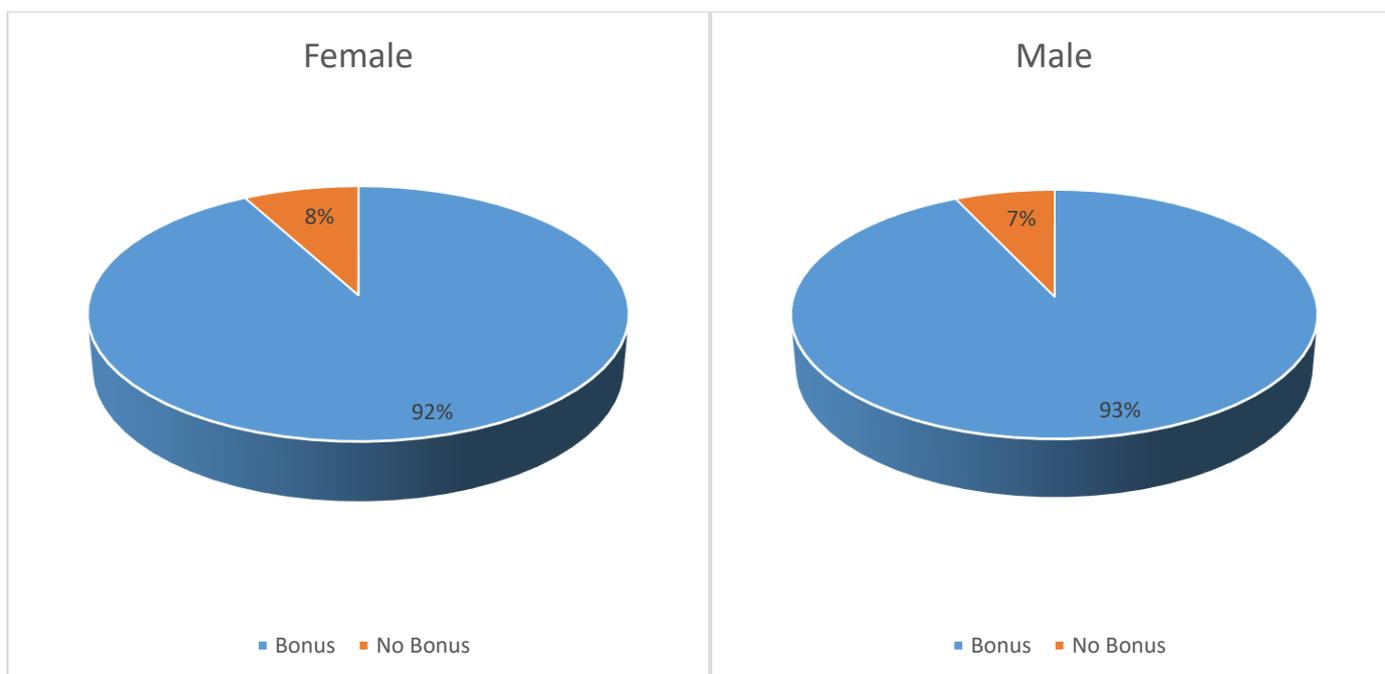
As can be seen from the table above the largest percentage difference is the Upper Middle Quartile, reporting a 6.6% difference in females within that quartile compare to the overall workforce female percentage of 63.6%. For there to be no gender pay gap, each of the quartiles would need to have the same percentages as the workforce i.e 63.6% female and 36.4% male.

Our bonus pay gap

In 2019/20 Weston College awarded all staff two bonuses - payment of this bonus was subject to set criteria. In addition to the bonus, the College operates a Performance related pay scheme which specific roles are eligible for.

The bonus pay gap is mean 28.75% and median 18.26%. This incorporates all bonuses paid between 1st April 2019 and 31st March 2020.

Proportion of male and female colleagues receiving a bonus payment



Key facts about the data

- The mean gender pay gap for the College at 9.99%, is lower than the geographic area and very slightly lower than reported for the sector. It is substantially lower than the overall gender pay gap of 15.5%.

Area	Mean
Weston College	9.99%
Further Education	10%
North Somerset	11.95%
Whole economy	15.5%

Why we have a gender gap

- Weston College is committed to the principle of equal opportunities and equal treatment of all employees.
- As Weston College has a relatively high female workforce (63.6%), it does mean that even small fluctuations in the male workforce can have a significant impact on the gender pay gap.
- The College utilises objective pay scales to establish salaries for roles and job evaluation to determine a fair and transparent pay structure. Therefore, we are confident that the gender pay gap does not stem from paying men and women differently for the same or equivalent work but

rather it is as a result of the roles which men and women carry out within the organisation and the salaries that these roles attract.

- Weston College offers a salary sacrifice childcare voucher scheme which we consider to be valuable in assisting working parents and thereby promoting gender equality. Unfortunately, the gender pay gap reporting obligations do not allow us to include the value of these vouchers in reaching our pay gap figures. As more women than men take advantage of the voucher scheme, this increases our pay gap by approximately 0.5% (mean value).
- For the year 2019/20 there were two different types of bonus scheme operating within the College – a bonus which was offered to all staff and a performance related pay scheme which is only offered to specific roles within the College.
- The regulations require bonus pay data to be based on actual hours worked without taking into account pro-rating for part time workers (which is different to the calculation for gender pay). As both our bonus schemes are calculated as a percentage of actual earnings and 43 % of females employed by the College work part time (compared to only 16.5% of the males employed working part time) this has an impact on our bonus gap for the College.

What is Weston College doing to address its gender gap?

Weston College is committed to further reducing the gap wherever possible. In order to achieve this the following actions will be implemented:

- Continually review our pay policy to ensure that females are not being disadvantaged in any way and that they have the same access to the higher pay scales, bonuses and PRP as male employees.
- Continue to promote the Flexible working policy and ensure that employees in all areas and levels of the organisation will be considered for flexible working regardless of their role.
- Continuously review and improve our recruitment processes.
- Ensure women have the opportunity and ability to progress their careers within the College through continued training and support including management training initiatives.

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Dr Paul Phillips CBE
Principal and Chief Executive