

Gender Pay Gap Report as at 31st March 2017

Riverside College (the 'College') is committed to equality of opportunity and to the fair treatment of all staff and students.

The figures set out in this report are as at 31st March 2017 and are published in line with the College's statutory obligations (as a public sector body) with regard to gender pay gap reporting.

It is important to note that the gender pay gap is not the same as equal pay.

Equal pay is the legal requirement for men and women to be paid the same amount for doing the same work or work of an equal value, except where the difference in pay is due to a factor other than gender.

The gender pay gap is much broader than this and looks at the difference in the actual earnings of men and women, irrespective of the role they do in the organisation.

Number of employees of the College:

	Number of employees	Female	Male
Overall	427	63.0%	37.0%
Manager	28	60.7%	39.3%
Academic	187	55.1%	44.9%
Support	212	70.3%	29.7%

Pay quartiles at the College:

Quartile	Number of employees	Female	Male
Upper Quartile	107	51.4%	48.6%
Upper Middle Quartile	107	59.8%	40.2%
Lower Middle Quartile	107	70.1%	29.9%
Lower Quartile	106	70.8%	29.2%

Mean gender pay gap at the College:

The mean hourly rate is the difference between the mean hourly rate for a male member of staff and the mean hourly rate for a female member of staff (the mean being the total of all hourly rates for employees of that gender divided by the number of staff of that gender).

The mean gender pay gap at the College is: **7.8%**

(that is, the mean hourly rate for a female member of staff is 92.2% of the mean hourly rate for a male member of staff).

Median gender pay gap at the College:

The median hourly rate is the difference between the median hourly rate for a male member of staff and the median hourly rate for a female member of staff (the median being the hourly rate which appears half-way when the hourly rates of all of the staff of one gender are put in an ascending list).

The median gender pay gap at the College is: **20.9%**

(that is, the median hourly rate for a female member of staff is 79.1% of the median hourly rate for a male member of staff).

Bonus:

The College does not make bonus payments to any member of staff and therefore the requirement for reporting on bonus payments does not apply.

Commentary:

63% of the 427 staff at the College are female. This is broadly reflected in the percentage of managers that are female, with 60.7% (that is, 17 employees) of the management team being female and 39.3% (that is, 11 employees) being male. Women are, however, less represented in academic roles although they still are the in the majority, with 55.1% (that is, 103 employees) of academic staff being female and 44.9% (that is, 84 employees) being male. Women are over-represented in support roles at the College, with 70.3% (that is, 149 employees) of support staff being female and 29.7% (that is, 63 employees) being male.

The College employs 212 support staff and they constitute very nearly half (49.6%) of the College's total workforce of 427 employees. Of those 212 support staff, 149 are female. Given this large number of female support staff (constituting 34.9% of the College's total workforce) and as support staff are generally paid less than academic staff and management staff, this is reflected in the overall gender pay gap figures for the College.

The College offers attractive terms and conditions to all staff, including membership of the Teachers' Pension or Local Government Pension scheme, salary sacrifice schemes and generous holiday entitlements.

Continuous professional development opportunities are open to all staff, to encourage career development.

Due to the non-availability of data, it has not yet been possible to benchmark the College with other further education colleges, but it is intended that this will be done in the next reporting cycle.