

## **Gender Pay Gap Report as at 31<sup>st</sup> March 2018**

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

This is the second annual Gender Pay Gap Report and relates to figures as at 31<sup>st</sup> March 2018. This report is 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:**

	2018 figures			2017 figures		
	Number of employees	Female	Male	Number of employees	Female	Male
<b>Overall</b>	442	64.03%	35.97%	427	63.00%	37.00%
<b>Manager</b>	27	59.26%	40.74%	28	60.70%	39.30%
<b>Academic</b>	186	56.45%	43.55%	187	55.10%	44.90%
<b>Support</b>	229	70.74%	29.26%	212	70.30%	29.70%

These percentages are broadly in line with the corresponding figures at March 2017, with the biggest change an increase in the percentage of female academic staff – increasing from 55.1% to 56.45%.

### **Pay quartiles at the College:**

Quartile	2018 figures			2017 figures		Change	
	Number of employees	Female	Male	Female	Male	Female	Male
Upper Quartile	111	51.35%	48.65%	51.40%	48.60%	-0.05%	0.05%
Upper Middle Quartile	110	62.73%	37.27%	59.80%	40.20%	2.93%	-2.93%
Lower Middle Quartile	110	69.09%	30.91%	70.10%	29.90%	-1.01%	1.01%
Lower Quartile	111	72.97%	27.03%	70.80%	29.20%	2.17%	-2.17%

There has been an increase of 2.93% in the percentage of women in the upper middle quartile, which is encouraging. This is likely to be related to the increase in the percentage of female academic staff, which has increased from 55.1% to 56.45%.

There has, however, also been an increase in the number of women in the lower quartile, however there has been an overall increase in the number of female staff within the organisation.

**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: **7.48%**

(that is, the mean hourly rate for a female member of staff is 92.52% of the mean hourly rate for a male member of staff).

This has decreased from 7.8% in March 2017, which narrows the gap by 0.32%.

**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: **20.36%**

(that is, the median hourly rate for a female member of staff is 79.64% of the median hourly rate for a male member of staff).

This has decreased from 20.9% in March 2017, a reduction of 0.54%.

**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:**

64% of the 442 staff at the College are female. Female staff are slightly under-represented in management and academic roles (59.26% and 56.45% respectively) but are significantly over-represented in support roles (70.74%).

The percentage of female academic staff has changed between March 2017 and March 2018 and it is pleasing to note this has increased by 1.35%.

The College employs 229 support staff and they constitute just over half (51.8%) of the College's total workforce of 442 employees. Of those 229 support staff, 162 are female. Given this large number of female support staff (constituting 36.65% 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.