

## Gender Pay Gap Report as at 31<sup>st</sup> March 2019

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

This annual Gender Pay Gap report relates to figures as at 31<sup>st</sup> March 2019. This report is published in line with the College's statutory obligations (as a public sector body) with regard to the 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 equal value, except where the difference 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 in the College:

Contract Type	2019 figures			2018 figures		
	Number of employees	Female	Male	Number of employees	Female	Male
<b>Overall</b>	<b>448</b>	<b>64.51%</b>	<b>35.49%</b>	442	64.03%	35.97%
<b>Manager</b>	<b>26</b>	<b>65.38%</b>	<b>34.62%</b>	27	59.26%	40.74%
<b>Academic</b>	<b>193</b>	<b>56.48%</b>	<b>43.52%</b>	186	56.45%	43.55%
<b>Support</b>	<b>229</b>	<b>71.18%</b>	<b>28.82%</b>	229	70.74%	29.26%

The figures are broadly in line with the corresponding figures at March 2018, with the biggest change being the change in female managers. Although this does correspond to a smaller number of people.

### Pay quartiles at the College:

Quartile	2019 figures			2018 figures		
	Number of employees	Female (%)	Male (%)	Number of employees	Female (%)	Male (%)y5
Upper Quartile	112	52.68	47.32	111	51.35%	48.65%
Upper Middle Quartile	112	61.61	38.39	110	62.73%	37.27%
Lower Middle Quartile	112	72.32	27.68	110	69.09%	30.91%
Lower Quartile	112	71.43	28.57	111	72.97%	27.03%

There has been an increase in the number of females in both the upper (1.33%) and lower middle (3.23) quartiles, whereas the number of males has increased in the upper middle (1.12%) and lower (1.54%) quartiles.

### **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: **7.89%**

(that is, the mean hourly rate for a female member of staff is 92.11% of the mean hourly rate for a male member of staff).

This has increased slightly from 7.48% in March 2018, an increase of 0.41%

### **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: **17.98%**

(that is, the mean hourly rate for a female member of staff is 82.02% of the median hourly rate for a male member of staff).

This has decreased from 20.36% in March 2018, a reduction of 2.38%.

### **Bonus:**

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

### **Commentary:**

64.51% of the 448 staff at the College are female, broadly in line with the corresponding figure at March 2018. Female staff are under-represented in academic roles (56.48%) and over-represented in support roles (71.18%), however they are represented at management level (65.28%).

51% of College staff are employed on a support contract and of these, 71.18% are female. Given this large number of female support staff (constituting 36.3% of the overall workforce) and as support staff are generally paid less than academic staff and managers, this is reflected in the overall gender pay gap figures.

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. In November 2019 the College also moved in line with the Real Living Wage foundation rates for all staff, which affects support staff more than any other group.

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