

## Gender Pay Gap Report as at 31<sup>st</sup> March 2020

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 2020. 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	2020 figures			2019 figures		
	Number of employees	Female	Male	Number of employees	Female	Male
<b>Overall</b>	<b>463</b>	<b>63.93%</b>	<b>36.07%</b>	<b>448</b>	<b>64.51%</b>	<b>35.49%</b>
<b>Manager</b>	<b>28</b>	<b>60.71%</b>	<b>39.29%</b>	<b>26</b>	<b>65.38%</b>	<b>34.62%</b>
<b>Academic</b>	<b>199</b>	<b>58.29%</b>	<b>41.71%</b>	<b>193</b>	<b>56.48%</b>	<b>43.52%</b>
<b>Support</b>	<b>236</b>	<b>69.07%</b>	<b>30.93%</b>	<b>229</b>	<b>71.18%</b>	<b>28.82%</b>

The figures are broadly in line with the corresponding figures at March 2019, with the percentage of female staff reducing slightly, but females remain the majority of the workforce.

### Pay quartiles at the College:

Quartile	2020 figures			2019 figures		
	Number of employees	Female (%)	Male (%)	Number of employees	Female (%)	Male(%)
Upper Quartile	115	52.17	47.83	112	52.68	47.32
Upper Middle Quartile	116	59.48	40.52	112	61.61	38.39
Lower Middle Quartile	116	69.83	30.17	112	72.32	27.68
Lower Quartile	116	74.14	25.86	112	71.43	28.57
<b>Total</b>	<b>463</b>	<b>63.93</b>	<b>36.07</b>	<b>448</b>	<b>64.51</b>	<b>35.49</b>

**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: **7.6%**

(that is, the mean hourly rate for a female member of staff is 92.4% of the mean hourly rate for a male member of staff).

This has decreased slightly from 7.89% in March 2019, a decrease of 0.29%

**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: **18.56%**

(that is, the mean hourly rate for a female member of staff is 81.44% of the median hourly rate for a male member of staff).

This has increased slightly from 17.98% in March 2019, an increase of 0.58%.

**Bonus:**

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

**Commentary:**

63.93% of the 463 staff at the College are female, broadly in line with the corresponding figure at March 2019. Female staff are under-represented in academic roles (69.07%) and over-represented in support roles (71.18%). It is pleasing to note that the proportion of academic female staff has increased as has the proportion of male staff in support roles.

51% of College staff are employed on a support contract and of these, 69.93% are female. Given this large number of female support staff (constituting 35.2% 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 has had a more positive affect on support staff than any other group. This has increased the minimum rate of pay at the College.

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