



## **GENDER PAY GAP** Report 2018

# **GENDER PAY GAP REPORT 2017/2018**

## **1. Introduction**

At Wakefield College we are committed to creating a workplace which reflects our communities and where equality of opportunity in development and progression is available to all. We also pride ourselves on our inclusivity which is actively demonstrated through our core values.

The gender pay gap analysis of the mean and median pay of both male and female employees has been undertaken across our full pay workforce.

The following report expresses our analysis of data as at 31 March 2018.

## **2. Wakefield College Gender Pay Gap Analysis**

### **2.1. Mean Gender Pay Gap**

As at 31 March 2018, the mean hourly rate for all male full-pay employees was £13.98. The mean hourly rate of pay for all female full-pay employees was £12.64.

This represents a mean gender pay gap of 9.5%.

### **2.2. Median Gender Pay Gap**

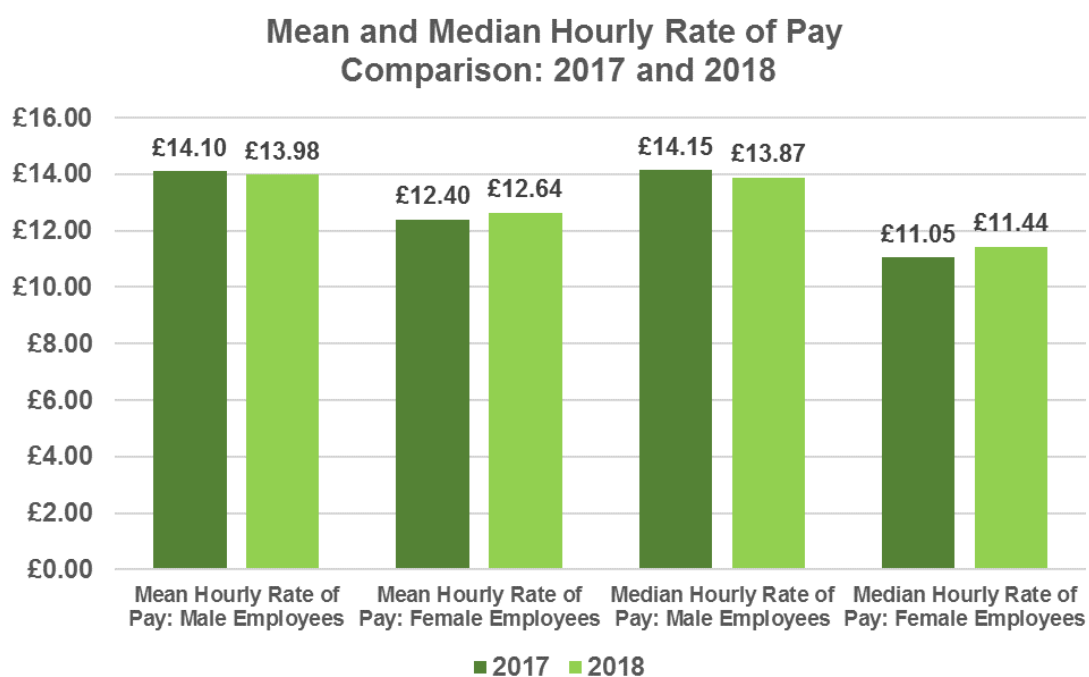
As at 31 March 2018, the median hourly rate for all male full-pay employees was £13.87. The median hourly rate of pay for all female full-pay employees was £11.44.

This represents a mean gender pay gap of 17.5%.

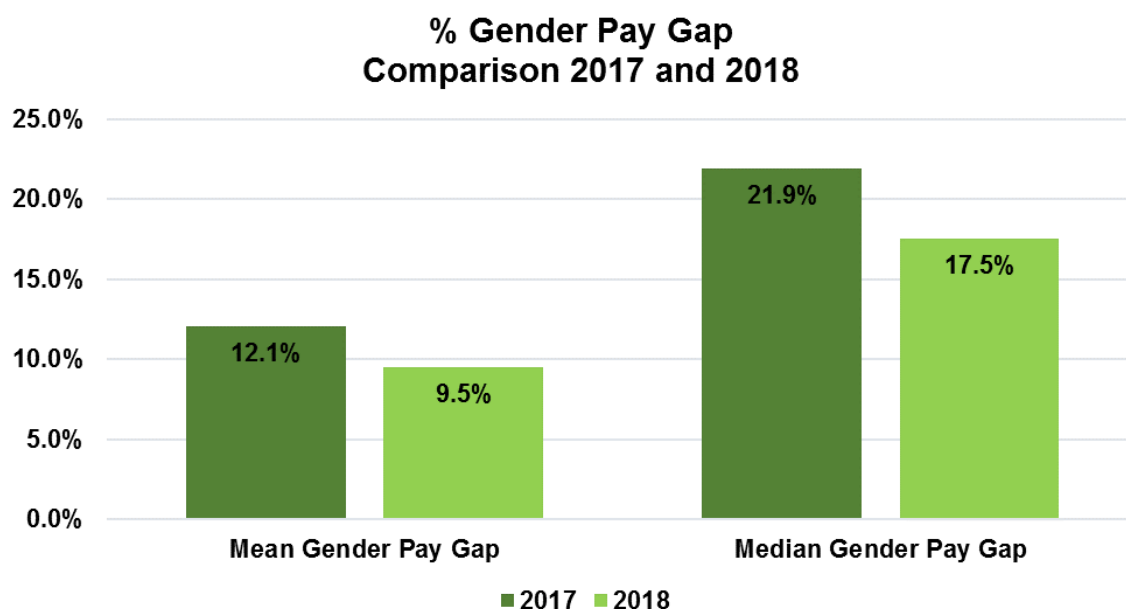
### **2.3. Gender Pay Gap Comparison**

The analysis has identified that mean and median hourly rate of full-pay relevant male employees has reduced, whereas the mean and median hourly rate of full-pay relevant female employees has increased.

The following graphs represent the change in Wakefield College mean and median gender pay between the 2017 and 2018 reporting periods:



Similarly, a comparison of the 2017 and 2018 percentage gender pay gap calculations also highlights a reduction in both the mean gender pay gap and the median gender pay gap.



The mean gender pay gap has reduced by 2.6% between 2017 and 2018, and the median gender pay gap has reduced by 4.4% between the same period.

### 3. Wakefield College Bonus Pay Gap Analysis

Wakefield College does not operate a policy of rewarding employees through traditional bonus. In 2017, Wakefield College reported a zero mean and median bonus payment analysis. In 2018, based on the definitions of bonus pay within the gender pay gap reporting guidelines, Wakefield College is reporting bonus mean and median pay gaps.

Within the reporting period, a single retention payment was paid to a male interim employee. Additionally, and following the introduction of a long service award scheme, the College is also reporting long service and recognition awards which were given to employees in the form of vouchers.

#### 3.1. Proportion of Male and Female Employees Receiving Bonus Payment

The proportion of male and female employees receiving a payment falling within the classification of bonus payments is as follows:



10.6% of full-pay relevant male employees



12.4% of full-pay relevant female employees

#### 3.2. Mean Bonus Gender Pay Gap

As at 31 March 2018, the mean bonus difference between our male and female employees for the reporting period was 17.9%.

#### 3.3. Median Bonus Gender Pay Gap

As at 31 March 2018, the median bonus difference between our male and female employees for the reporting period was 0%.

### 4. Proportion of Males and Females in Each Quartile Pay Band.

At the snapshot date, Wakefield College employed 736 full pay relevant employees. This equated to:



254 full-pay relevant male employees

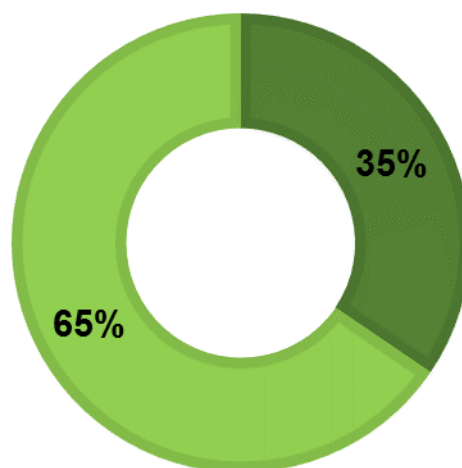


482 full-pay relevant female employees

These figures are expressed as an overall percentage below:

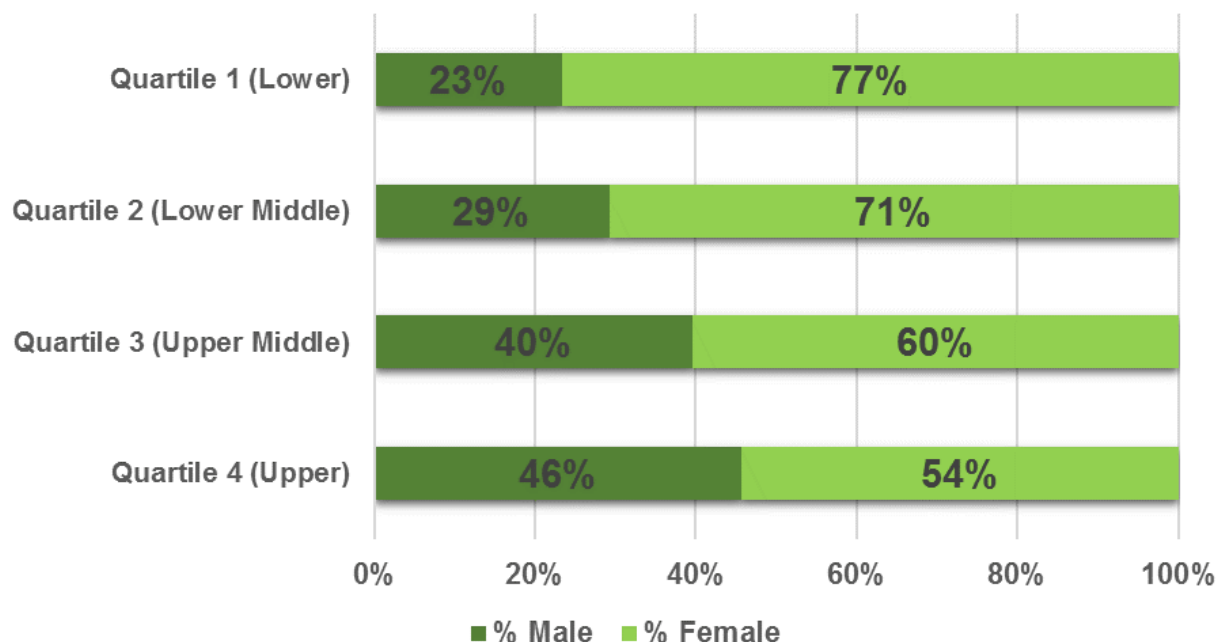
### ALL EMPLOYEES BY GENDER

■ Total Number of Male Employees ■ Total Number of Female Employees



The following chart shows the proportion of male and female employees by percentage in each of the quartile bands.

### Male and Female Relevant Full Pay Employees by Quartile



## 5. Summary

In comparison to the previous year's gender pay gap reporting, 2018 saw an increase in full pay relevant employees by 45. The total number of full pay relevant employees was 736, in comparison to 691 in the previous reporting period. Whilst the percentage split of male and female employees within quartile 1 has remained unchanged, there has been an increase in the number of male full-pay relevant employees over each of the other 3 quartiles.

The report has identified that there has been a reduction in the mean and median gender pay gap of full-pay relevant employees since the previous reporting period. The roles in quartile 1, which have the highest proportion of female employees, continue to provide benefits such as term time only and/part time working which traditionally attract a higher proportion of female applicants.

To ensure fair pay for employees, in addition to a well established job evaluation scheme, Wakefield College is committed to the implementation of the living wage. Over the reporting period, this has increased salaries within the lower quartile at a greater percentage in comparison to quartiles 2, 3 and 4. This commitment has positively contributed to the overall shift in the gender pay of the lower quartile

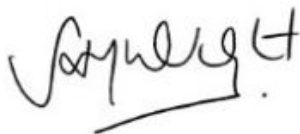
Our focused approach and commitment to apprenticeships has seen a volume increase in the number of apprentices from 5 to 14, of which there are an equal proportion of males and females. These posts are included in the quartile 1 analysis.

Our College continues to be led by a female Principal, supported by six Executive Directors. 86% of the Executive Team within our College are female and this continues to demonstrate a culture of career progression for both women and men at Wakefield College.

Our next steps are therefore to:

- Continue to focus on and review our current pay and rewards strategy taking initiatives beyond pay. This will reward and recognise the commitment of our employees and ensure Wakefield College remains an employer of choice for people within our local communities and beyond.

On behalf of Wakefield College Corporation, we confirm this report is accurate.



Sam Wright

Date: 29/03/19

Principal and Chief Executive



Karen Sykes

Date: 29/03/19

Executive Director:  
Human Resources and Organisational  
Development