

Croydon College gender pay gap reporting.

The Gender Pay Gap Regulations, which came into force in April 2017, require organisations with more than 250 employees to collect a snapshot of data about the average pay of men and women and to publish their statistics. The gender pay gap is the difference between women's and men's pay as a percentage of men's pay. This is our second Gender Pay Gap report and this information relates to a snapshot of data taken on 31 March 2018.

We are committed to the principles of Equality, Diversity and Inclusion, Equality is integral to everything we do and are committed to making Croydon College a place of opportunity where everyone can belong, addressing the needs and aspirations of all those that work in the College.

Our robust policies and procedures are in place to ensure fairness and equal of opportunity, regardless of gender or any other protected characteristic.

What we need to report?

As part of the report we need to report the following information;

1. Mean gender pay gap
2. Median gender pay gap
3. Mean bonus gender pay gap
4. Median bonus pay gap
5. Proportion of males and females receiving a bonus payment
6. Proportion of males and females in each quartile pay band

Snapshot of 31 March 2018 Data

Mean Gender Pay Gap	0.45%	
Median Gender Pay Gap	-7.05	
Mean Bonus Gender Pay Gap	0%	
Median Bonus Gender Pay Gap	0%	
Proportion of gender distribution per quartile	Female %	Male %
Lower Quartiles	68.35	31.65
Lower Middle Quartiles	64.94	35.06
Upper Middle Quartiles	75	25
Upper Quartiles	66.67	33.33

Breakdown Analysis

Mean Gender Pay Gap in Hourly Pay

Gender	Full-Pay Relevant Employee Count
Female	207
Male	97
	0
Total	304

Gender	Mean Hourly Rate
Female	16.18758454
Male	16.26030928
Mean Average	16.21078947

Female MHR: 16.19
 Male MHR: 16.26
 Female MHR Difference: 0.07
 Mean GPG Hourly Rate %: 0.45%

Median Gender Pay Gap in Hourly Pay

Gender	Median Hourly Pay
Female	15.33
Male	14.32
Average	14.955

Female Median HR: 15.33
 Male Median HR: 14.32
 Female Median HR Difference: -1.01
 Median GPG Hourly Rate %: -7.05%

Proportion of Males and Females receiving a Bonus Payment

Gender	No Emp Receiving Bonus	Relevant Employee Count	Proportion % Receiving Bonus
Female	0	207	0.00%
Male	0	97	0.00%
	0	0	0.00%
Total	0	304	0.00%

Statement

The mean average of a male employee's salary is 0.45% higher than the equivalent female employee. The median average of a male employee's salary is - 7.05% than the equivalent female employee.

The College has reported in these figures and have considered ways in which to address the gap identified. Whilst it is clear there is a similar representation of female employees in all quartiles, where there is an above average number of women or men in a particular employment group steps will be considered when recruiting to these roles as to how to ensure a more even distribution in each group.

Recommendations to address the Gender Pay Gap

Croydon College are still looking at ways to improve the Gender gap which may include the following steps;

Reviewing the staff family friendly policies

Reviewing the way information and communication is dealt with on how we do this better

Reviewing our Pay policy and a review of our Terms and Conditions

Reviewing the way we pay, by benchmarking, job schemes, salary assessments