



Croydon College
Gender Pay Gap Report
March 2020

Based on snapshot data as at 31 March 2019

1. Introduction

Gender pay gap reporting is of significant importance to the College and although the legal requirement to publish the March 2020 data was lifted given the Coronavirus situation, the College has undertaken to analyse and publish this data in keeping with our commitment to equality, diversity and inclusion.

The Head of HR is developing a HR strategy with equality, diversity and inclusion as a key strand, which supports our corporate plan 2019-2024.

The data is based on a snapshot date of 31 March 2019. It is calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap is the percentage gap in the average (mean) and middle values (median) of salaries of males and females based on standard hourly rates of pay.

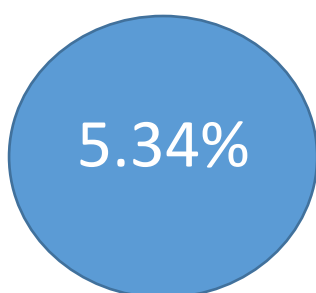
Pay quartiles represents the proportion of male and female employees in each of four pay bands:

- Lower Quartile
- Lower Middle
- Upper Middle
- Upper Quartile

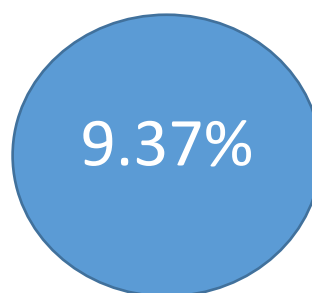
There were no comparable bonus payments recorded in this period so there is not any data to report on the bonus pay gap.

2. The Data

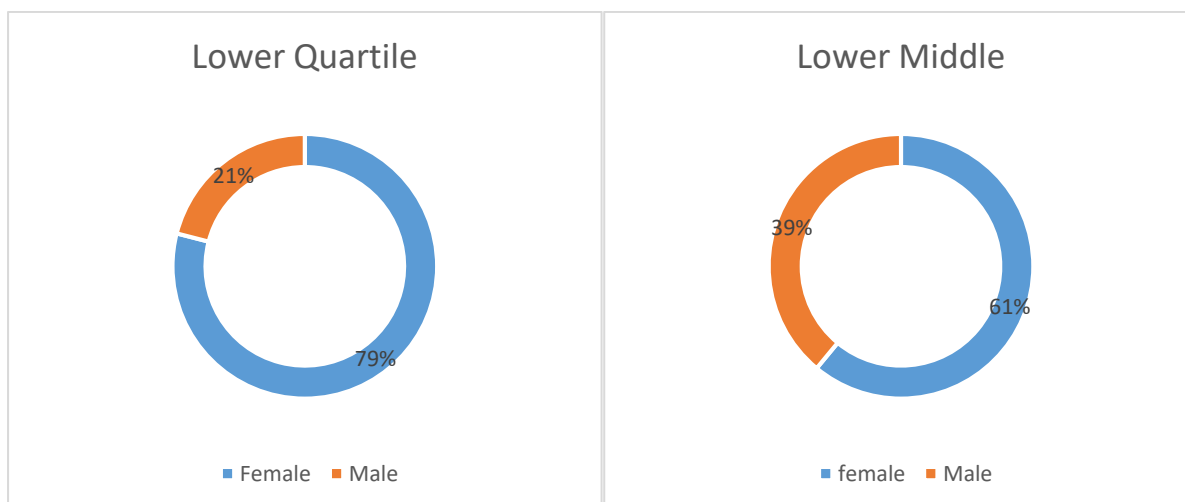
Mean Gender Pay Gap

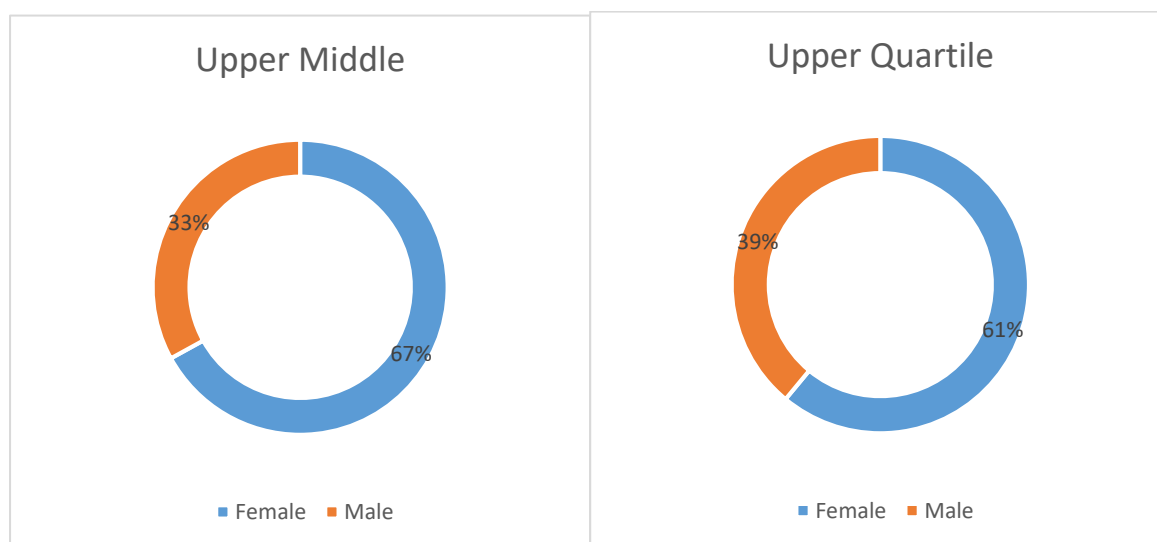


Median Gender Pay Gap



Pay Quartiles





The mean gender pay gap of 5.34% is a positive position for the College, especially when benchmarked to the FE sector, which is around 9.7% in favour of male worker. However, the College is committed to work towards closing this gap further. The median pay gap of 9.37% is concerning and represents the workforce composition, which is predominantly female, but the spread of pay for male workers is within a higher range of pay. The pay quartiles further emphasise this trend as there is a higher percentage of female workers (79%) in the lowest pay quartile, whilst female workers represent 61% of the Upper pay quartile. Further work is needed as part of the HR Strategy and Equality Action plan to address this.

3. Future Focus

Whilst we're pleased with our relatively low gender pay gap of 5.34%, we know we can strengthen our approach and ensure that we put actions into place that will make an impact. From the data, we know that females are disproportionately represented in the lowest pay quartile. Further work on the analysis of equality data is needed, so we can understand which roles, areas and levels are contributing to our gender pay gap so we can put measures into place to ensure equality around pay. Our HR Strategy (People, Culture and Inclusion) is newly developed, and we have committed to robust analysis of equality data and an action



plan which will address the key areas focus and targeted interventions. We will continue to monitor the gender pay gap which will be presented to Executive Meetings, Finance & Resources Committee and the Board on an annual basis. The reports will be publicly available on our website.