

**Cambridge Regional College  
Gender Pay Gap Report – March 2018**

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# Background

All public sector employers with over 250 employees are required to publish Gender Pay Gap Reporting under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

## Gender pay gap

The gender pay gap shows the difference between the average (mean and median) earnings of men and women. This is expressed as a percentage of men's earnings.

Cambridge Regional College pays men and women the same grade for work of equal value. However, the gender pay gap looks at the variation between the pay of men and women across all levels of the organisation. In the workplace men are still more likely to hold more senior positions than women, women tend to occupy front line roles, which are lower paid. Women also tend to work part time, which can be less compatible with more senior roles and have taken a career break. The purpose of highlighting the gender pay gap is to encourage society and employers to identify ways in which women can be encouraged to take on more senior roles.

## What do we report on?

Using a snapshot of pay from 31 March 2018, we have carried out six calculations that show the difference between the average earnings of men and women in our organisation. These are:

1. Our mean gender pay gap
2. Our median gender pay gap
3. Our mean bonus gender pay gap
4. Our median bonus gender pay gap
5. The proportion of men and women receiving a bonus payment
6. The proportion of men and women divided into four quartile pay bands

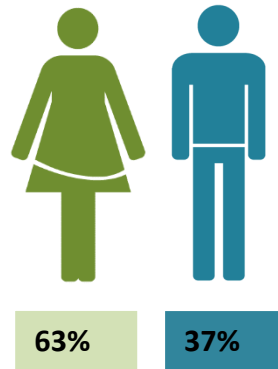
This information will be published on our own website for a minimum of three years and published on the government website by 30 March 2019.

## Workforce profile

There were 704 relevant full-pay employees on the snapshot date of 31 March 2018. There were 768 relevant employees.

Since the Gender Pay Gap reported last year, the College has increased the size of its workforce as it has transferred employees following a merger with a neighbouring College (Huntingdonshire Regional College).

63% were female and 37% were male.



There is an increase in the number of female staff on last year (Previously 57% female) due to a larger percentage of staff at the merged college being female.

## Gender Pay Gap – 31 March 2018

**Mean:** average hourly rate of pay and percentage difference



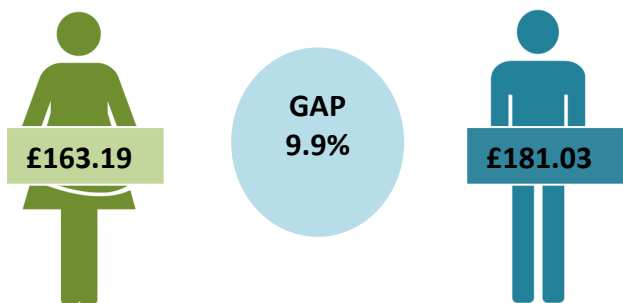
There is a reduction of 1.32% on the mean gender pay gap from last year's figure. At 7.95% the College is far lower than the national Mean Gender pay gap of 17.1% for 2018 (ONS data source October 2018)

**Median:** middle hourly rate of pay and percentage difference

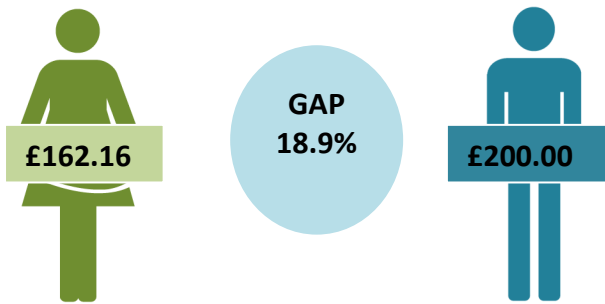


Whilst the mean pay gap has reduced year on year from last year, the median has slightly increased. This is due to larger numbers of female staff transferred from Huntingdonshire Regional College in the merger. These female staff were typically in lower paid roles, and the Huntingdonshire pay scales were traditionally lower than Cambridge's.

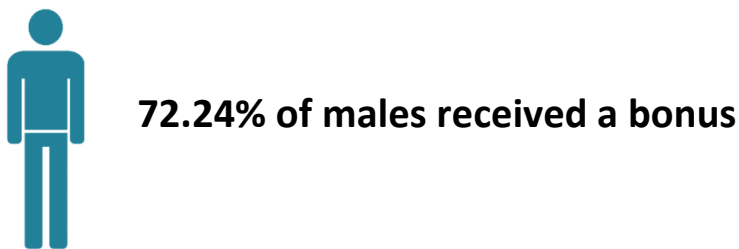
### Mean bonus gender pay gap



## Median bonus gender pay gap



## The proportion of males and females receiving a bonus payment



The proportion of male and female receiving a bonus is almost equal. There is a bonus gender pay gap due to the fact that all bonus payments were pro-rata and there are more female staff in part time roles.

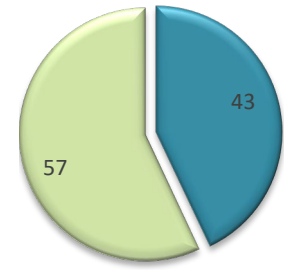
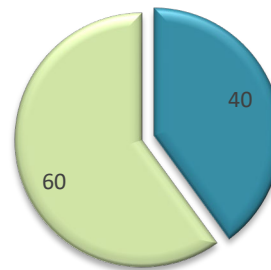
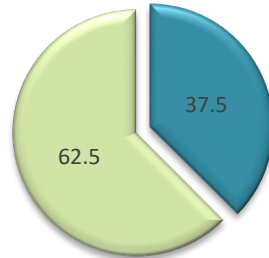
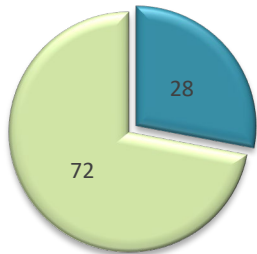
## The proportion of men and women in each quartile of the pay structure

Lower quartile

Lower Middle

Upper Middle

Upper quartile



	Women	Men
Distribution of all full pay employees	63%	37%
Lower quartile percentage of staff	72%	28%
Lower middle quartile percentage of staff	62.5%	37.5%
Upper middle quartile percentage of staff	60%	40%
Upper quartile percentage of staff	57%	43%

There are 176 people in each of the quartiles.

There are higher percentages of females in all four quartiles. The overall percentage of females employed at the College is in-line with those employed by the sector.

### Additional reporting

The College also looked at the gender pay gap within different categories of roles across the college.

	Mean	Median
Assessor Gender Pay Gap	6.50%	2.91%
Management Gender Pay Gap	15.16%	-5.05%
Support Staff Gender Pay Gap	7.62%	7.44%
Teaching Staff Gender Pay Gap	0.36%	5.74%

There is a negative Median Gender Pay Gap for College Management staff reflecting the number of female staff occupying senior positions.

The mean Gender Pay Gap for teaching staff is negligible – the median is skewed due to the number of male staff receiving market allowances for construction teaching roles. The College aims to recruit more women to these roles in future, however they are typically very difficult to recruit to.

## What are the underlying causes of Cambridge Regional College's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Cambridge Regional College is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- evaluates job roles and pay grades as necessary to ensure a fair structure.
- Operates transparent pay scales across all roles.

Cambridge Regional College is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

For example in faculties such as construction and engineering, recruitment is particularly difficult resulting in a market allowance being added to some salaries. These sectors are still predominantly male orientated, and the College will look to ways to redress the gender imbalance here.

The College has a good range of family friendly leave schemes and a comprehensive flexible working scheme. The College will look to consider what, if any, improvements could be made to support working parents' further.

Since the statistics have been processed, the college has harmonised terms and conditions of staff across both campuses and it is anticipated that this will reduce the pay gap for the next reporting date. Additionally the next report is likely to be impacted by the transfer of some of the domestic roles within the college to external contractors.