

**Cambridge Regional College  
Gender Pay Gap Report – March 2017**

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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, eg women earn 15% less than men.

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 2017, 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

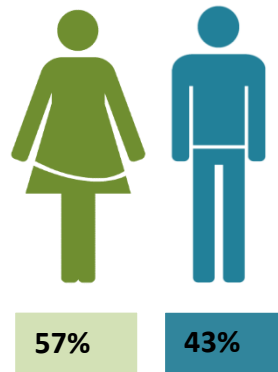
This information will be published on our own website for a minimum of three years and published on the government website by 30 March 2018.

Since the snapshot date the College has increased the size of its workforce as it has transferred employees following a merger with a neighbouring College. Therefore the indicators are likely to change as a result of this, when the data for 31 March 2018 is prepared for publication in 2019.

## Workforce profile

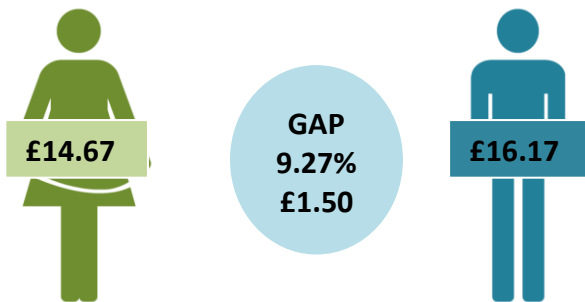
There were 593 relevant full-pay employees on the snapshot date of 31 March 2017.

57% were female and 43% were male.



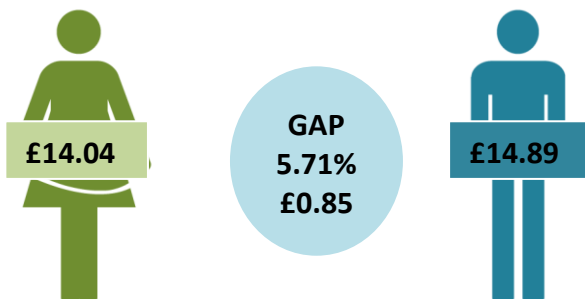
## Gender Pay Gap – 31 March 2017

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



The Office for National Statistics (ONS) has reported a national average mean pay gap of 18.3% for the education sector. The College's figures are lower than the national average.

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



The Office for National Statistics (ONS) has reported a national average median pay gap of 26.4% for the education sector. The College's figures are lower than the national average.

## Proportion of men and women receiving bonuses

Cambridge Regional College only paid a bonus to 3 employees all of whom were female. This was paid in the form of commission in the College’s commercial services.

**The mean bonus for female employees was £656.49**

**The median bonus for female employees was £596.98**

**The percentage of female employees who received a bonus is 0.86%**

**No bonuses were paid to male staff.** This is due to the nature of the department in which the bonuses (commission) were paid – beauty therapy – being predominantly female dominated.

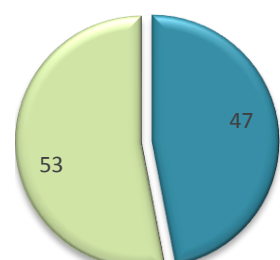
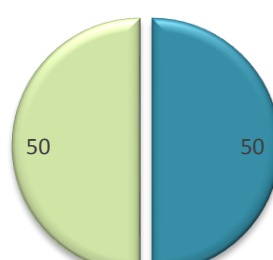
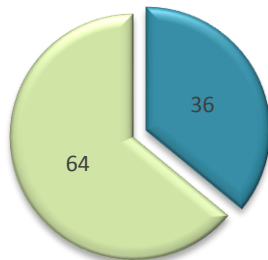
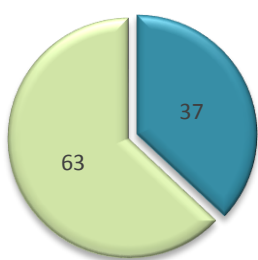
## The proportion of men and women in each quartile of the pay structure

**Lower quartile**

**Lower Middle**

**Upper Middle**

**Upper quartile**



	Women	Men
Distribution of all full pay employees	57%	43%
Lower quartile percentage of staff	63%	37%
Lower middle quartile percentage of staff	64%	36%
Upper middle quartile percentage of staff	50%	50%
Upper quartile percentage of staff	53%	47%

There are 148 people in the lower quartile and upper middle quartile, and upper quartile and 149 people in the lower middle quartile.

The balance of male and female employees in the upper middle and upper quartiles is fairly evenly balanced.

Within the lower and lower middle quartiles, there are slightly higher percentages of female staff compared to male.

## **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.