

# Annual Gender Pay Gap Report

Data based on snapshot date of 31 March 2021



Under the Equality Act 2010, it has been a requirement since April 2017 for companies with over 250 employees to annually disclose their Gender Pay Gap. Here we provide the statutory information, together with the context of the results

At the snapshot date 31 March 2021, there were 809 relevant employees: 311 male and 497 female, which means that 61% of the workforce is female, the same as the previous year.

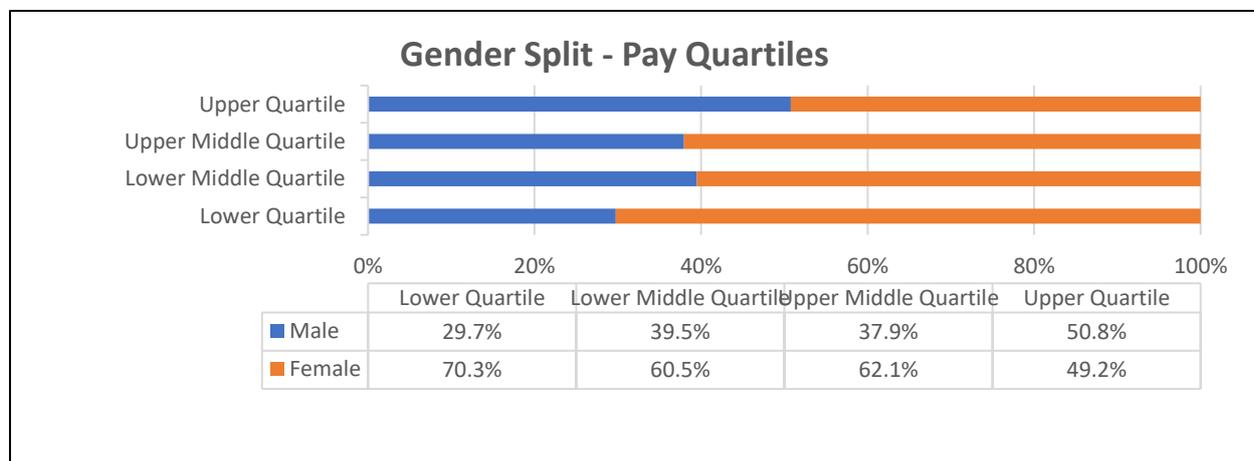
Mean hourly pay difference between male and female employees

7.2%

Median hourly pay difference between male and female employees

6.9%

CRC has a negative gender pay gap which means that the average pay for men is more than the average pay for women. This is a reflection of the types of roles our employees perform and the fact that more women are employed in learning support roles, possibly due to the term time only nature.



At the snapshot date, 46% of the female workforce were in the two Upper Quartiles with 29% being in the Lower Quartile. Of the 54% in the Lower and Lower Middle Quartiles, these roles include many admin, and learning support mentor roles, predominantly undertaken by female staff.

In comparison 56% of the male workforce were in the two Upper Quartiles with 18% being in the Lower Quartile. The Upper Quartile has minimal difference between male and female employees

## How Does Our Gender Pay Gap Compare?

Gender Pay Gap	Mean 2021 %	Mean 2020 %	Median 2021 %	Median 2020 %
CRC	7.2	10.2	6.9	11.1
Public Sector	14.8	11.4	18	11.2
Private Sector	17.8	14.3	19.6	14.1
Education	17.6	17.1	25.4	24.6
Higher Education	18.3	18.2	16.2	9.9

### 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 departments such as construction and engineering, recruitment is particularly challenging and market allowances are used to support recruitment where posts are identified as difficult to fill. These sectors are still predominantly male orientated. However, where market allowances are applied, consideration is given to the gender pay gap and salaries aligned for female and male staff within that department where appropriate.

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.

**Gender Bonus Gap and Bonus Pay**

Not applicable.

I, Laura Kerry, Director of HR, confirm that the information in this statement is accurate.

A handwritten signature in black ink, appearing to read 'Laura Kerry', enclosed within a hand-drawn oval border.

Signed:

15 March 2022