

Hopwood Hall College

Gender Pay Gap Reporting 2017

Date: 7th June 2017

Period: At 31st March 2017

Date for Review: 31st March 2018

DEIRIC J. Ó TUATHAIL, Principal and CEO

The College is required to assess and publish the following data in line with the Equality Act 2010 (Specific duties and Public Authorities) Regulations 2017. We are using this data to assess the levels of gender equality at all levels of the workforce and identify how well talent is being maximised and rewarded.

The College employs significantly more females than males (61% Female / 39% Male), however double the number of females than males are employed in part time posts and in posts that are at the lower end of the pay scale. This therefore results in a slight pay gap that the college aims to eliminate. One of the ways in which we aim to do this is by proposing to increase the rate of pay for the lowest point in the pay scale to the current Living Wage Foundation rate of £8.45 per hour.

The college's management team has the same gender split as the overall workforce (61% Female / 39% Male), therefore, the higher number of females in higher paid, managerial roles is reflected in the gender split by quartile data below which show a balancing of male and female pay in the fourth (highest) quartile.

Mean Pay

The mean gender pay gap is the difference between the:

- mean (average) gross hourly pay of female employees (taken as a single group); and
- mean (average) gross hourly pay of male employees (taken as a single group).

Female	Male	Difference
12.24%	13.33%	1.09%

Median

The median gender pay gap is the difference between the:

- mid-point (median) gross hourly pay of female employees (taken as a single group); and
- mid-point (median) gross hourly pay of male employees (taken as a single group).

Female	Male	Difference
11.01%	14.58%	3.57%

The Gender split in each quartile

The overall pay range is split into four equal quarters giving 4 pay bands or 'quartiles'. Each contains an equal number of employees.

1st Quartile	2nd Quartile	3rd Quartile	4th Quartile
Female 63.3%	Female 76.15%	Female 56.88%	Female 50.46%
Male 36.7%	Male 23.85%	Male 43.12%	Male 49.54%

Bonus Pay

The proportion (in percentage terms) of male and female employees who received bonus pay during the period of 12 months preceding 30 April 2017.

Female	Male
70.63%	62.87%

Mean Bonus Pay

The mean gender bonus pay gap is the difference between the:

- mean (average) gross bonus pay of female employees (taken as a single group); and
- mean (average) gross bonus pay of male employees (taken as a single group)

Female	Male	Difference
62%	38%	24%

Median Bonus Pay

The Median gender bonus pay gap is the difference between the:

- median (average) gross bonus pay of female employees (taken as a single group); and
- median (average) gross bonus pay of male employees (taken as a single group)

Female	Male	Difference
45%	55%	10%

