

Hopwood Hall College

Gender Pay Gap Reporting 2018

Date: 25 February 2019

Period: At 31st March 2018

Date for Review: 31st March 2019

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 strives to be an inclusive and diverse organisation, recently ranked 68th in the Sunday Times 2019 Top 100 Best Not for Profit Organisations to work for category. This adds to being ranked 14th in the Inclusive Companies Top 50 Inclusive Employers 2018/19.

The College employs significantly more females than males (62% Female / 38% Male). There are double the number of females than males employed in part time positions that are at the lower end of the pay scale. This therefore results in a slight pay gap, to try to address the issue the College is an accredited Living Wage Foundation employer, therefore paying all staff at least slightly above the current living wage foundation rate of £9.00 per hour.

The College pays salaries by scales and grades and these are assigned to the job due to the level of responsibility and irrespective of their gender. No bonuses have been paid in this reporting period.

To address any potential issues of unconscious bias in recruitment and progression, the College is planning training in unconscious bias for all managers and recruiters.

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
12.42%	14.15%	1.73%

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
11.64%	14.45%	2.81%

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 66.98%	Female 71.70%	Female 58.49%	Female 50.00%
Male 33.02%	Male 28.30%	Male 41.51%	Male 50.00%

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 2018.

Female	Male
0%	0%

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
0%	0%	0%

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
0%	0%	0%

