

Gender Pay Report, 2017

The following table and supplementary narrative reflects the Gender Pay Gap report for Moulton College, 2017.

Employees	Male	Female	Total
	172 (39.36%)	265 (60.64%)	437
Pay	Male	Female	Difference
Mean	£14.83	£12.12	18.25%
Median	£13.70	£11.33	17.31%
Pay Quartiles	Male	Female	
Upper	44 (58.67%)	31 (41.33%)	n/a
Upper Middle	34 (44.74%)	42 (55.26%)	n/a
Lower Middle	29 (38.67%)	46 (61.33%)	n/a
Lower	21 (27.27%)	56 (72.73%)	n/a
Bonus	Male	Female	Difference
Mean	£17.56	£16.71	4.8%
Median	£380.73	£380.73	0%
No. of Bonuses Paid	8	5	n/a
%age receiving a Bonus	4.65	1.88	n/a

The College is committed to operating a work place with equal opportunities for all staff and recruits on the basis of the best match to the job and person specifications to fill vacancies.

The College has a significant proportion of female staff (overall 60.64%) and it is recognised that it also has a higher proportion of female staff that are employed in roles that work on a fractional basis which are more common in the lower pay grades (Lower Middle Quartile 61.33% and Lower Quartile 72.73%). By contrast we also have a higher proportion of males in senior management and management roles across the College which exacerbates this position (Upper Quartile 58.67%). Overall this translates to a mean Gender Pay Gap of 18.25%.

In terms of bonus payments we see that females have a lower mean bonus but this is driven by the greater number of relevant female staffing number when compared to males.

The College is committed to offering flexible working opportunities at all levels within the organisation and actively seeks to do so where costs, technology and role demands allow. This is designed to meet the needs of a workforce where flexibility and the balancing of professional and personal commitments are key.

The operation of a clear and transparent pay structure ensures that staff are engaged on appropriate pay bands and on a point that reflects their experience and qualifications. Progress thereafter is based on performance. As such the same progression opportunities exist for all grades of staff.

The College is committed to lessening the Gender Pay Gap in the future and is committed to offering greater flexibility to attract and retain key skillsets within the business and ensure those that wish to work flexibly can do so.

January, 2018