

Gender Pay Report, 2019

The following table and supplementary narrative reflects the Gender Pay Gap report for Moulton College, based on the snapshot date of 31 March, 2019.

Employees	Male	Female	Total
	123 (38.43%)	197 (61.57%)	320
Pay	Male	Female	Difference
Mean	£14.00	£12.33	12.61%
Median	£13.05	£10.12	22.44%
Pay Quartiles	Male	Female	
Upper	41 (51.25%)	39 (48.75%)	n/a
Upper Middle	31 (38.75%)	49 (61.25%)	n/a
Lower Middle	29 (36.25%)	51 (63.75%)	n/a
Lower	22 (27.50%)	58 (72.50%)	n/a
Bonus	Male	Female	Difference
Mean	£10.16	£10.15	0.10%
Median	£1,250.00	£2,000.00	60.00%
No. of Bonuses Paid	1	1	n/a
%age receiving a Bonus	0.81	0.51	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 had a high proportion of female staff of female staff at 61.57% which has increased from 57.31% in the previous year. We continue to engage a higher proportion of female staff in fractional roles which are more common in the lower pay grades (Lower Middle Quartile 63.75 % and Lower Quartile 72.50%). In both of these quartiles we have seen a small increase in the proportion of male employees however with a 0.96% and 0.76% increase respectively. During the year the College has achieved a more balanced gender spread in supervisory and management roles with an increase in the Upper Pay Quartile for females of 5.22% and in the Upper Middle Pay Quartile for females of 13.58% compared to the previous year.

Overall this translates to a mean **Gender Pay Gap of 12.61%**. This represents a sizeable reduction of 4.38% in the Gender Pay Gap compared to the figure reported the previous year of 16.99%. We saw a reduction in Median pay rates for males this

year while the female median pay rate remained the same. As a consequence this resulted in a reduced Median pay gap of 22.44% versus 25.92% last year, a decrease of 3.48%.

In terms of bonus payments the College was unable to award many bonuses in this period. While only 1 bonus was awarded in each gender category, because the value of the bonus for females was higher but averaged across a greater number of female employees this has resulted in a very similar mean bonus rate across the genders.

The College remains committed to offering flexible working opportunities at all levels within the organisation and actively seek 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. We continue to seek to source staff using a variety of recruitment media and engage a workforce which is reflective of our community and the sectors we serve.

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 and the underlying ability of the College to keep pace with rising employment costs which include but are not limited to salary. As an employer who subscribes to public sector pensions (Teachers Pension and Local Government Pension Scheme) these benefits also provide significant value to employees in the future. Where pay progression is available on a pay band; qualifying conditions have been met; the College is able to support and sustain it; all staff have the same opportunity for pay progression.

We are encouraged that our efforts in the period to 31 March, 2019, led to a reduction in the Gender Pay Gap for the organisation. The College remains committed to lessening the Gender Pay Gap further in the future and remain 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.

December, 2019