



South & City College Birmingham

Employee Communication: Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This is an incredibly important step forward because if companies are transparent about pay, and identify the root causes of any pay gap, they can find solutions they need to build our College that reflects society.

We want to create a College that attracts and retains the best people and reflects to communities that we serve.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th 2017.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

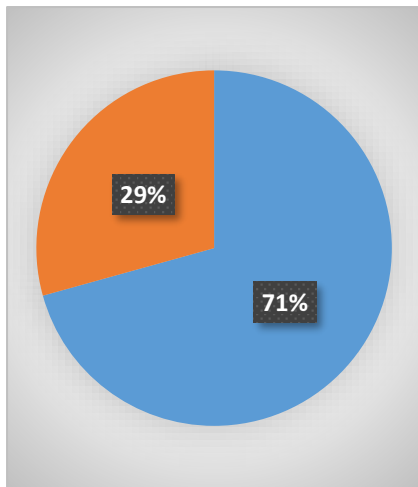
Difference between men and women		
	Mean	Median
Pay Gap	11.7%	30.7%

Proportion of Males and Females in each pay quartile:

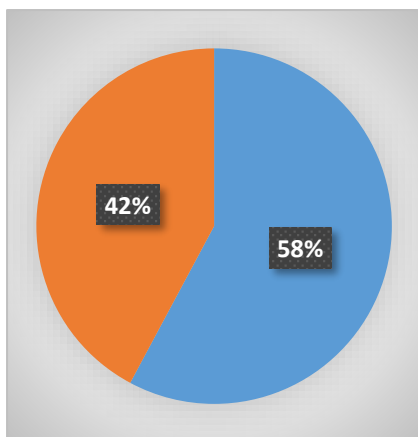
Female	
Male	

Managing Gender Pay Reporting

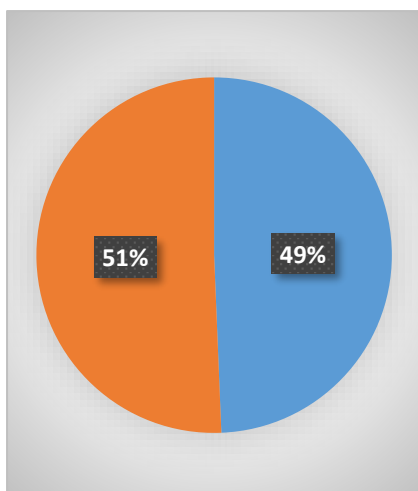
Lower Quartile:



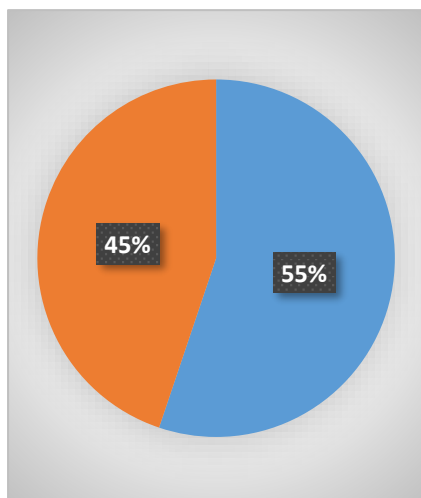
Lower Middle Quartile:



Upper Middle Quartile:



Upper Quartile:



ONS statistics show that the education sector overall in the UK has an average gender pay gap of 25% with the national average Gender Pay Gap being 19.2%

How the College is tackling its gender pay gap

The gap in our mean and median indicates that there is work to be done. We do not believe that we have an equal pay issue and that our pay gap is driven by the structure of our workforce in the Lower Quartile information.

The Lower Quartile statistical information indicates that the lowest paid staff are majority female (71%) as this includes the Colleges Cleaning staff which is usually staffed by female employees. The structure of our workforce is influencing our median pay gap, which sits at 30.7%. At the College we want to ensure that we design our roles to fit society and to support our local community's opportunities to employment and development.

Our Upper Quartile information indicates that there are significantly higher proportions of females (55%) within this distribution of staff.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting Mark Jenkins