

## Our results

- Mean Gender Pay rate for male employees was **22.22%** higher than the mean pay rate for females
- Median Gender Pay rate was **20.08%** higher for male employees
- Bonus earnings showed no difference between male and female employees. Only 5 members of staff were eligible for a bonus in 2017-18, 3 female and 2 male. 1 male and all 3 females achieved bonus.

The proportion of male and female employees in each quartile are as follows

	Female	Male	Male % Proportion	Female % Proportion
<b>Quartile 1</b>	51	6	10.53	89.47
<b>Quartile 2</b>	44	13	22.81	77.19
<b>Quartile 3</b>	33	23	41.07	58.93
<b>Quartile 4</b>	34	23	40.35	59.65

### How do we compare?

Overall, 71% of our staff are women and our mean gender pay gap is high for the College sector, our median gender pay gap is slightly lower. Part of the reason for the gender pay gap is the lower proportion of men in lower-level roles, which fall into quartile 1 and quartile 2 pay bands.

The lowest pay quartile has nearly a 90%/10% split between women and men and this is very high within the Further Education sector. The top quartile is more closely balanced at 40.35% men and 59.65% women and sits in the middle of the College table. Our support staff in our Foundation Learning department make up around 25% of the workforce, they are predominantly women and are in Quartile one.

Newbury College aims to provide equal opportunities for all through a number of ways including:

1. Vacancies are advertised through key FE recruitment sites, Facebook and teaching websites.
2. A standard approach to recruitment is used, which ensures that protected characteristics are not known during the shortlisting process.
3. Set pay scales for roles of the same type across the organisation
4. Equality and diversity training for staff
5. Providing flexible working options where possible.
6. Lower hourly rates have been reviewed in 2019 and increased by 3.3% compared to 1% for all other pay rates.

## Actions

Newbury College is committed to improving the gender pay gap, the actions we will take in the next 12 months are:

1. Review and improve the language of the advertisements and job descriptions to ensure they are gender neutral.
2. Review how different roles are advertised to widen the audience.
3. Further recruitment and selection training for managers, which will focus on non-discriminatory recruitment practices and addressing unconscious bias.
4. Promote flexible working as part of all recruitment adverts.
5. Utilise a cross section of case studies of current staff – how working here works.
6. Hold consultations with existing staff, considering how to enhance retention and development.
7. Develop and promote the Foundation Learning career path.

This information is accurate and a true representative of Newbury College.

Signed:   
Principal and CEO

Date: 31/03/19