

## City College Southampton

### Gender Pay Gap for year ending 31 March 2018

Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations each year showing the pay gap between male and female employees. The 2018 gender pay gap is the difference between the mean and median hourly rates of men and women as at 30 March 2018 expressed as a percentage, and should not be confused with equal pay.

#### City College Southampton Pay Gap

Our mean pay gap is 5.1% and our median is 2.5% which are below both the national average and average in FE reported last year.

#### Quartiles

The quartile data is calculated by ordering the hourly rates for all College employees by from highest to lowest and then dividing them into four equal parts and then determining the percentage of men and women in each quartile.

#### Gender Pay Report

The following are the percentages that were submitted for City College's Gender Pay Gap Report for 2017-18.

Gender Pay Gap Report	2017-18
<b>Hourly Rate</b>	
Mean gender pay gap	5.1%
Median gender pay gap	2.5%
<b>Pay Quartiles</b>	
% Males upper quartile	51.8%
% Females upper quartile	48.2%
% Males upper middle quartile	34.9%
% Females upper middle quartile	65.1%
% Males lower middle quartile	34.9%
% Females lower middle quartile	65.1%
% Males lower quartile	31.3%
% Females lower quartile	68.7%

The mean pay gap is the difference between the average earnings of men and women.

The median pay gap is the difference between the mid-points in the range of hourly rates of men and women when the hourly rates for each gender are arranged from lowest to highest with the middle rate being the median.

As an employer, we employ more women than men at all levels across the College, with 210 females and 122 males.

In our Senior Leadership roles the gender balance of the seven members was four females and three males. In our lower pay quartile, the roles comprise of mainly administration and support roles which are primarily held by females.

We have a fair recruitment and selection process with no reference to gender or other personal characteristics of potential post holders. We have an equal pay process in our Salary Fairness Check which is open to all employees regardless of their gender to ensure equal pay for the same roles of equal value.