



**CITY COLLEGE SOUTHAMPTON  
GENDER PAY GAP REPORT SUBMISSION**

**MARCH 2018**

**Hourly Rate**

Mean gender pay gap	2.5%
Median gender pay gap	2.2%

**Bonus**

No bonus data to declare

**Pay Quartiles**

% Males upper quartile	50.0%
% Females upper quartile	50.0%
% Males upper middle quartile	33.3%
% Females upper middle quartile	66.7%
% Males lower middle quartile	36.7%
% Females lower middle quartile	63.3%
% Males lower quartile	30.8%
% Females lower quartile	69.2%

**Summary Analysis**

The data is a snapshot in time as at 31<sup>st</sup> March 2017.

The data in summary shows that the pay gap is a median of 2.2 % and a mean of 2.3 %. The gap which is minimal is likely to be a result of the fact that the College employs more women than men and that a higher proportion of women are in the lower pay quartiles. However in the upper quartile (predominantly management posts) there is an even balance of gender.

In line with ACAS reporting analysis the results can be summarised as follows.

1. Successes - the College has a minimal gender pay gap. The ONS reported in April 2017 the national gap was 18.4% overall and 9.1 % for full time only staff. The College's gap is far lower and as more organisations publish their data more like for like comparisons will be able to be made. The data was shared with the unions at the recent Joint Consultative Committee and they did not have any concerns.
2. Challenges - there are significantly more women in lower paid administration roles. There are more men in STEM roles or teaching posts that attract market supplements. Maintaining a balance of men and women at a senior level could be a delicate balance into the future.
3. Long term plans - no immediate positive action is required to address such a minimal gap but the college will continue to monitor the gap and consider specific issues such as promotion of women through the organisation. Further benchmarking will be undertaken with other similar organisations as data is published.