



# Gender Pay Gap Report 2019

This policy outlines the United Colleges Group report on Gender Pay Gap 2019 (for City of Westminster College and the College of North West London).

| Document Status     |   |
|---------------------|---|
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| Date of Origin      | March / 2019  |
| Colleges covered    | City of Westminster College, College of North West London |
| Version             | V1r   |
| Date of Approval    | March / 2019  |
| Date of Next Review | March / 2020  |
| Approval Body       | UCG Corporation   |

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## Introduction

From 2017 onwards, the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires UK organisations with 250 or more employees, to publicly report the differences between the average earnings of men and women in the organisation.

The regulations require the College to publish the gender pay gap position at a 'snapshot date', which for the College is 30 March of each year. There are six specific ways in which the College is required to report this data:

1. Mean gender pay gap: The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
2. Median gender pay gap: The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
3. Mean bonus gap: The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
4. Median bonus gap: The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
5. Bonus proportions: The proportions of male and female relevant employees who were paid bonus pay during the relevant period
6. Quartile pay bands: The proportions of male and female full-pay relevant employees in the lower, middle, upper middle and upper quartile pay bands, where "Lower Quartile" represents lowest salaries and "Upper Quartile" represents the highest salaries.

The gender pay gap is not the same as equal pay. Equal pay ensures that men and women receive equal pay for equal work whereas the gender pay gap analyses the differences in average hourly rates, across all levels of an organisation, to identify disparities in average earnings between men and women. The gender pay gap is calculated as percentage difference between the two rates; a positive percentage indicates that men receive a higher hourly rate than women whilst a negative percentage indicates that women receive a higher hourly rate compared to their male colleagues.

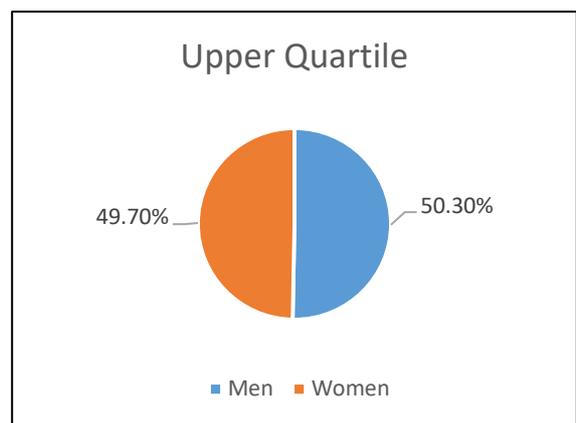
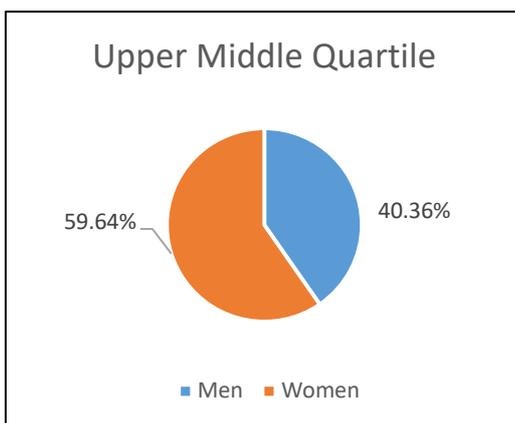
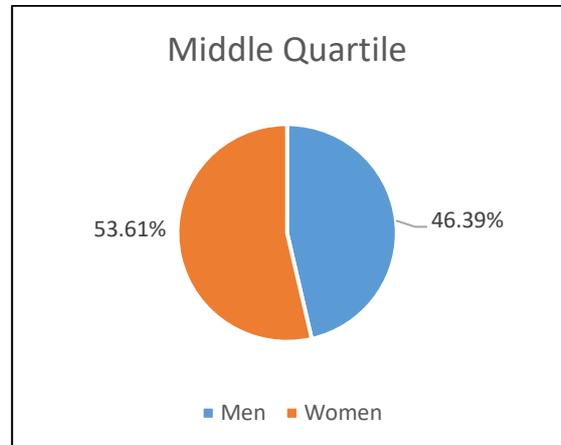
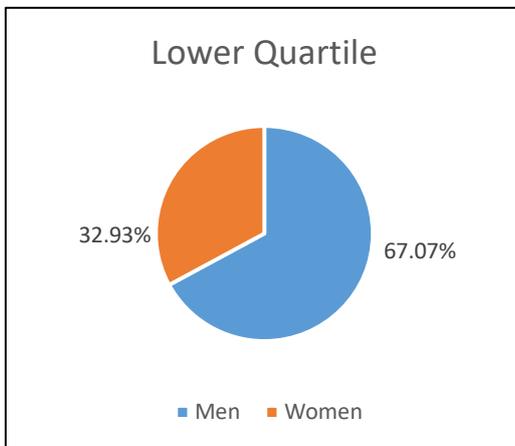
United Colleges Group is comprised of two colleges, City of Westminster College and College of North West London, and this report is based on 666 staff across the Group, 384 females and 282 males.

## Gender Pay Gap data findings:

|                             |         |
|-----------------------------|---------|
| Mean Gender Pay Gap         | 6.49%   |
| Median Gender Pay Gap       | 3.52%   |
| Mean Bonus Gender Pay Gap   | 21.44%  |
| Median Bonus Gender Pay Gap | -33.33% |



## Quartile Pay Bands



Proportion of employees receiving a bonus is:



5.67%



3.13%

**Further comments:**

- Unlike many other colleges the College of North West London directly employs their team of Housekeeping staff, who are predominantly female. If their salary information is removed from the data the Mean Gender Pay Gap reduces to 2.92% and the Median Pay Difference is 0.78%.
- Reviewing the make-up of the staff at strategic management level, the balance of female to male staff has also been positively affected, reflecting almost a 50:50 split.
- United Colleges Group represented the first College group to pay the London Living Wage to all staff, as well as to ensure that any external contractors it engages, also pay this to their staff.
- Bonus payments are made up of long service awards and other staff bonuses, and these were paid to 16 men and 12 women.
- Long service awards are always paid the same amount regardless of gender.

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