

COLLEGE OF NORTH WEST LONDON

Gender Pay Gap Report 2017

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 31 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.

Gender Pay Gap data findings:

| | |
|-----------------------------|--------|
| Mean Gender Pay Gap | 11.77% |
| Median Gender Pay Gap | 6.57% |
| Mean Bonus Gender Pay Gap | 100% |
| Median Bonus Gender Pay Gap | 100% |



Proportion of employees receiving a bonus is:

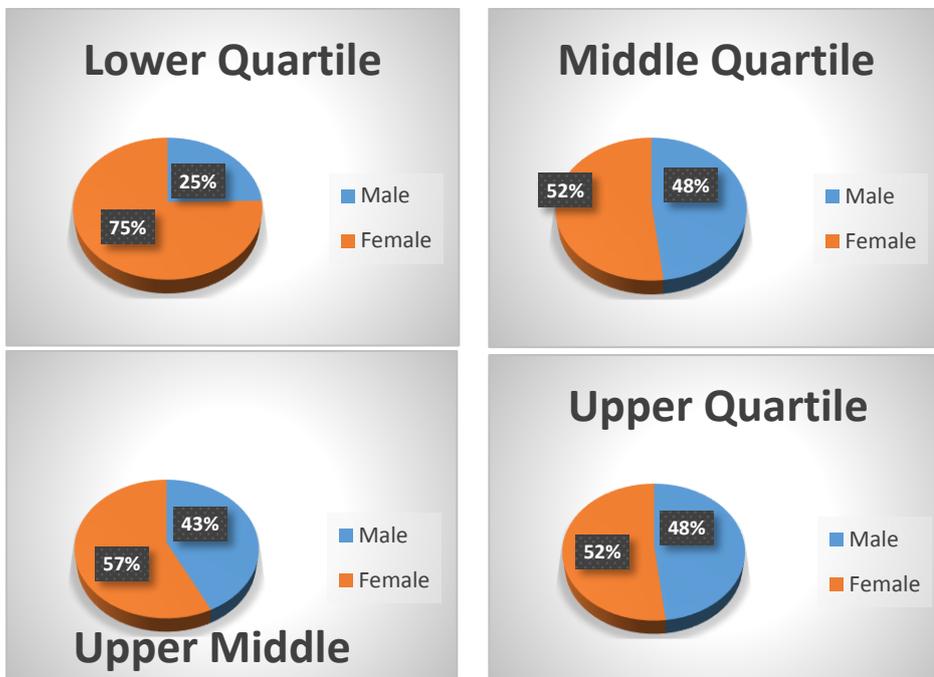


0.56%



0%

Quartile pay bands data:



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 5.53% and the Median Pay Difference is 2.17%.
- At the time of the data collection (the snap-shot date), the Strategic Leadership Team (SLT) comprised of four staff members, three of whom were male. If both the Housekeeping and SLT salary information is removed from the data the Mean Gender Pay Gap reduces to 1.63% and the Median Pay difference is 1.25%.
- During the academic year 2017/18, the College, which has merged with the City of Westminster College, to form the United Colleges Group, has committed to paying all staff the London Living Wage, which will positively work towards reducing the Pay Gap further.

- In addition, due to changes of staff at the strategic management level, the balance of female to male staff has also been positively affected, now reflecting a 50:50 split.
- The only item paid by the College under the bonus category is the long service award. The reason that the mean and median is 100% is that only one male member of staff with a current contract, on the snapshot date, was paid the long service award (all other male/female staff who had been paid the award had left before this date).
- Long service awards are always paid the same amount regardless of gender.

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