

ST LAWRENCE COLLEGE – GENDER PAY GAP REPORT

As an employer with over 250 employees, the Corporation of St Lawrence College is required to submit a Gender Pay report on our website and on the government's online reporting service by 4 April 2019. The data snapshot below was taken at 5 April 2018.

In accordance with the regulations, certain sets of data are required to be published:-

- Differences between the mean and median hourly rate of pay between male and female employees.
- Proportions of male and female employees in each of four equal pay quartiles.
- Proportions of male and female employees receiving bonuses.
- Differences between the mean and median bonuses between male and female employees.

The results for St Lawrence College are as follows:

- Mean gender pay gap - 26%
- Median gender pay gap - 34%
- Mean bonus gender pay gap – 100%
- Median bonus gender pay gap – 100%
- Proportion of males receiving a bonus – 2.35%
- Proportion of females receiving bonuses – 0%:

The proportions of males and females in each quartile are as follows:

Quartile	% Male	% Female
Lower	20	80
Lower Middle	35	65
Upper Middle	32	68
Upper	54	46

St Lawrence College is committed to ensuring that all staff receive equal pay for equal work regardless of gender. Teaching staff are remunerated on an incremental pay scale that rewards them for their professional performance, wider contribution to the School and their level of experience.

Support staff pay is based on a College scale, benchmarked against the equivalent Public Sector scale. There are single rates of pay at each point on the scale irrespective of gender. Individual pay is determined via a process of job evaluation and is regularly reviewed and benchmarked on a national and local basis to ensure that pay correctly reflects the value and complexity of the work undertaken. Male and female staff are treated equally on appointment and throughout their careers.

The gender pay gap reported reflects the predominance of female employees in the lowest and second lowest quartiles. These quartiles relate to support staff and supervisors in general, where it has proven difficult to attract and recruit male employees. Bonus information is based on 2 employees who received performance-related awards and heavily influenced by one employee whose salary was based on a 'profit share' arrangement. The College is committed to fair pay and equal opportunities for all of its employees.