

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 2020. The data snapshot below was taken at 5 April 2019.

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 – 14.57%
- Median gender pay gap – 19.61%
- Mean bonus gender pay gap – n/a (no bonuses paid during the year)
- Median bonus gender pay gap – n/a
- Proportion of males receiving a bonus – 0%
- Proportion of females receiving bonuses – 0%:

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

Quartile	% Male	% Female
Lower	25	75
Lower Middle	41	59
Upper Middle	38	62
Upper	43	57

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. 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 ancillary staff and supervisors in general, where it has proven difficult to attract and recruit male employees. There were no bonuses paid during the year ended 5 April 2019 and no employees were remunerated based on profit share arrangements. The College is committed to fair pay and equal opportunities for all of its employees.

YEAR-ON-YEAR COMPARISON

The apparent year-on-year improvement in the reported pay gap has been attributed to the following factors:

- The College now employs more women within non-teaching management roles;
- At the lower ends of the pay scale the median and mean gaps are narrowing, wage differentials have reduced due to the increase in the Living Wage;
- Senior staff salaries have reduced in some areas, and
- The upper quartile threshold is now reached at a lower point on the College teaching scale, and incorporates a number of female staff on that particular scale point.

In summary, the College now employs more females in higher paid roles and more males in the lower paid roles such as catering and cleaning than in previous years. As a result, the reported gender pay gap has closed slightly