

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, any UK organisation employing more than 250 employees has to report its gender pay gap. The report comprises six different metrics and a narrative to explain the organisation’s gender pay gap position:

- the mean gender pay gap
- the median gender pay gap
- the mean gender bonus gap
- the median gender bonus gap
- the proportion of men to women that received bonuses
- the number of men and women according to quartile pay bands

The gender pay gap shows the difference in average earnings between all men and women within an organisation.

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median hourly rate of male full-pay relevant employees and that of female full-pay relevant employees.

The mean gender bonus gap is the difference between the mean bonus payments of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender bonus gap is the difference between the median bonus payments of male full-pay relevant employees and that of female full-pay relevant employees.

The quartile bands are calculated by ranking all full-pay relevant employees in ascending order of hourly pay and dividing the workforce equally into quartiles. The numbers of male and female employees are recorded in each quartile.

Our initial snapshot date was 5 April 2017 at which time our full-pay relevant employees comprised 148 women and 120 men.

Table 1 - Gender Pay Gap Differences

Mean gender pay gap	15.6%
Median gender pay gap	11.3%
Mean gender bonus gap	0%
Median gender bonus gap	0%

This highlights that on average, women are paid 15.6% less than their male colleagues. The 11.3% median average indicates the mean difference is reasonably consistent throughout the workforce but recognises that there are larger differences at the higher and lower end of earnings.

Table 2 - Proportion of Bonus Payments

Men	0%
Women	0%

Table 3 - Number and Proportion of Male and Female staff in each Quartile

	No of males	No of females	Male %	Female %
Upper quartile	41	26	61	39
Upper middle quartile	22	45	33	67
Lower middle quartile	35	32	52	48
Lower quartile	22	45	33	67
Total	120	148		

Why does Concord College have a gender pay gap?

The College adopts the policy of equal pay in that men and women are paid equally for completing work of equal value to the College. The reason behind the gender pay gap stems from the disproportionate gender split within each quartile.

How is Concord College addressing the gender pay gap challenge?

The College is committed to reducing its gender pay gap and continues to look closely at recruitment and retention strategies to attract as wide an application base as possible and encourage professional development with the specific aim of balancing the workforce.

I confirm that to the best of my knowledge, the data included in this report is accurate and in line with the reporting requirements.

Barbara M Belfield-Dean

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Bursar
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