

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 shows the difference in average earnings between all men and women in an organisation and comprises of 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 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 pay gap is the difference between the midpoints in the ranges of hourly earnings of full-pay relevant male and female employees. It takes all hourly rates in the sample, lines them up in order from lowest to highest, and picks the middle salary.

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.

The snapshot date for our data collection was 5th April 2019 at which time our full-pay relevant employees comprised of 156 women and 137 men.

**Table 1 – Gender Pay Gap Differences**

Mean gender pay gap	12.3%
Median gender pay gap	19.0%
Mean gender bonus gap	0%
Median gender bonus gap	0%

**Table 2 – Proportion of Bonus Payments**

Men	0%
Women	0%

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

	<b>No of males</b>	<b>No of females</b>	<b>Male %</b>	<b>Female %</b>
Upper quartile	40	34	54	46
Upper middle quartile	38	35	52	48
Lower middle quartile	32	41	44	56
Lower quartile	27	46	37	63
<b>Total</b>	<b>137</b>	<b>156</b>		

**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 doing equivalent jobs at Concord College. The main reason for both of these gaps is that we have more women in part time lower paid roles than men.

**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

B M Belfield-Dean  
Bursar  
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