Gender Pay gap Analysis

Solihull College & University Centre

Gender Pay Gap – based on data from 31st March 2017

The College has produced the following information in line with the draft Equality Act 2010 (Gender Pay Gap Information) Regulations 2016 which are due to come into force in April 2017. This required the public sector to publish gender pay gap information by 31st March 2018.

The following data is based on the relevant pay period leading up to the snapshot date of 31st March 2017 i.e. March 2017 payroll. The data of hourly rates for employees was compiled. Where an individual member of staff has more than one contract the average of the rates was used.

The hourly rate was calculated by taking the monthly salary multiplying this by 7 and dividing it by 30.44 i.e. the number of days within the relevant pay period, as defined in the legislation. The required calculations were then undertaken.

The mean gender pay gap

The hourly rate pay data was split into males and females. The average hourly rate for each gender was calculated by totalling the hourly rates and then dividing them by the number of staff within that group. This gives two figures:

Mean hourly rate of pay of all full-pay relevant male employees **(A)**
Mean hourly rate of pay of all full-pay relevant female employees **(B)**
The final calculation is as follows:

$$\frac{(A-B)}{A} \times 100 = \text{mean gender pay gap}$$

The value for the College is 3.38% which indicates men are paid on average more than women by 3.38%.

The median gender pay gap

The hourly rate pay data was split into males and females. The lists were sorted in ascending hourly rate order. The hourly rate of the individual at the midpoint of each list was the median hourly rate. The calculation above was then undertaken. Both male and female median points were **£18.14**.

The value for the College was 0% which indicates there is no gender pay gap.

Salary quartiles

The list of male and female members of staff was then amalgamated. The list was sorted in ascending hourly rate order. The list was then split into 4 equal quartiles (213 staff in each), and the data was then analysed in terms of number of male and female staff in each quartile. This is to determine if there are any blockages to women progressing within the organisation. The data showed a similar percentage of women in the lower and upper quartiles indicating there is no blockage to progression.

Salary Quartile	Total	Male	Female	% Male	% Female
Lower quartile	213	61	152	28.64	71.36
Lower middle quartile	213	81	132	38.03	61.97
Upper middle quartile	213	71	142	33.33	66.67
Upper quartile	213	70	143	32.86	67.14