

Gender Pay Gap Extract Report

Snapshot Date : 05/04/2017
Description: 05 April 2017



Payrolls: St Vincent College

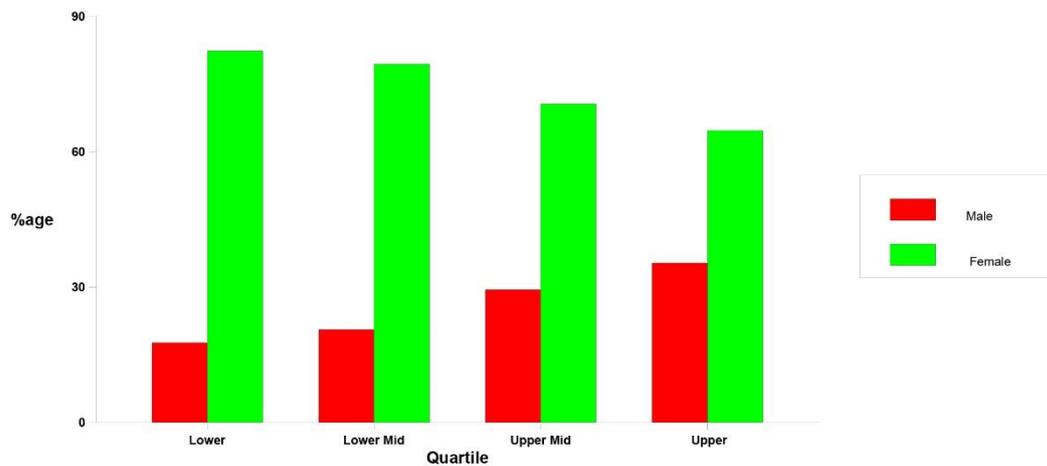
Hourly Rate Gaps

	Male	Female	Percentage Difference
Mean	15.22	12.18	19.97%
Median	10.67	8.44	20.90%

Hourly Rate Quartiles

Gender	Lower (68)		Lower Middle (68)		Upper Middle (68)		Upper (68)	
Male	12	17.65%	14	20.59%	20	29.41%	24	35.29%
Female	56	82.35%	54	79.41%	48	70.59%	44	64.71%

Proportion of male and female employees per quartile



Bonus Gaps

	Male	Female	Percentage Difference
Mean	147.70	118.37	19.86%
Median	144.63	115.38	20.22%

Bonus Proportions

Number of Males receiving bonus:	28 / 94
Proportion of Males receiving bonus:	29.79%
Number of Females receiving bonus:	101 / 284
Proportion of Females receiving bonus:	35.56%

Gender Pay Gap Information

The attached report provides a summary picture of the gender pay gap data for St Vincent College as at 5th April 2017. The gender pay gap shows the difference between the average (mean of median) earnings of men and women. This is expressed as a percentage of men's earnings. It is important to note that the gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. There are no differences in pay rates for different genders occupying equivalent roles. The College has adopted the terms and conditions for Sixth Form College staff and as such the salary spines are negotiated and agreed nationally.

In accordance with the new regulations we have published and reported on the following information:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus* payment
- proportion of males and females in each pay quartile

* For the purposes of this report, a bonus payment is defined as the Support Staff Standards Payment (SSSP) which is a £200 bonus payment (pro rata for part time staff) paid to support staff on an annual basis, based on performance.

For the purposes of gender pay reporting, the following are included:

- employees (those with a contract of employment and set hours)
- workers who work variable hours such as casual workers

It is worth noting that like most organisations within the education sector, the College employs significantly more females than males and as at 5th April 2017, the gender ratio at the College was reported as 75% female to 25% male employees.

Our gender pay gap as detailed in the report was around 20% (taking into account the mean and median average) which is just above the UK average for all employees which stands at 18.1%. Although we employ significantly more female staff than male, we can see that the number of female employees earning in the two upper quartiles drops up to 15%.

We do employ people in a very diverse range of positions and therefore our spread of pay rates may account for the 20% difference in pay rates between male and female staff. We have a large number of staff who work in Learning Support roles, where market rates of pay are traditionally lower than other areas. Due to the working hours, these are typically roles which attract more female workers. In direct contrast, we do have more male staff occupying our most senior positions within the organisation which also accounts for 20% difference.

On 1st November 2017, the College became an Academy and joined the Lighthouse Learning Trust. As a Trust we must now consider the wider implications of this data. In any case we will take a best practice approach in managing the gender gap by improving and developing our evidence base including gender monitoring in relation to recruitment, starting salaries and pay banding, we will ensure that all our policies and practices are up to date, we will train and support our line managers, we will review our family friendly and flexible working policies and practices to ensure that this is not having a negative impact on our gender pay gap and we will review our career and talent management programmes.

Louisa Calder
HR Director
Lighthouse Learning Trust
4th April 2018