

GENDER PAY GAP REPORTING**MYERSCOUGH COLLEGE FEC****MARCH 2019**

(based on data as at 31 March 2018)

Women's hourly rate is lower than males by the percentages indicated *

Mean average	Myerscough College Mean Gender Pay Gap	15.3%
Median average	Myerscough College Median Gender Pay Gap	28.0%

Quartile calculation	Quartile	Male	Female
This indicates the percentage of males and females in each quartile.	Lower	31.3%	68.7%
	Lower middle	19.9%	80.1%
	Upper middle	45.5%	54.5%
	Upper	52.7%	47.3%

What is the Gender Pay Gap?

The Gender Pay Gap is an equality measure that shows the difference in average earnings between women and men.

Myerscough College is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

Gender pay reporting is a different requirement to carrying out an equal pay audit.

Equal pay deals with the pay **differences between men and women who carry out the same jobs, similar jobs or work of equal value**. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the **difference between the average** (mean or median) earnings of **men and women**. These are expressed as a percentage of men's earnings.

The mean gender pay gap:

This calculation shows the difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.

The Myerscough College mean gender pay gap figure indicates, on average, female employees are paid 15.3% per hour less than male employees.

The median gender pay gap:

This calculation shows the difference between the median hourly rate of pay that male and female full-pay relevant employees receive

The Myerscough College median gender pay gap figure indicates, on average, female employees are paid 28.0% per hour less than male employees.

Using these two different types of average is helpful to give a more balanced overview of an employer's overall gender pay gap.

Quartiles

Comparing the two results in each quartile will indicate the distribution of male and female employees in the quartile. Comparing results between the quartiles will indicate the distribution of male and female employees across the College

The College offer flexible working arrangements (term time only, part time hours) in various lower paid support roles, which, in the main, attract female employees. This is also true of the diversity offered to employees in respect of childcare and caring responsibilities

Whilst the College have outsourced the cleaning services, the catering service remains to be delivered in house and the team includes casual students.

It is, therefore, acknowledged that this affects the Lower and Lower Middle quartiles.

Moving forward ...

The College is committed to working towards the eradication of the gender pay gap by:

- Including the Gender Pay Gap agenda in the College's Equality and Diversity action plan.
- Continue to ensure no barriers are evident in the Recruitment and Selection process, in particular, with reference to unconscious bias awareness for managers/interviewers.
- Continue to offer and support flexible working requests (where business needs allow) to retain talented employees who may have taken a break due to family/carer responsibilities and provide equality of opportunity to achieve career progression on a part time basis, males and females.
- To review all family friendly policies at the College.
- To work towards exceeding the National Living Wage.