

# Loughborough College

## 2022 Gender Pay Report

### Introduction

Loughborough College (the "College") wants to ensure that all employees are rewarded fairly for the role they fulfil, irrespective of gender or any other protected characteristic. There is a legal requirement to identify differences in pay between male and female employees across the College as a whole, irrespective of job role.

The gender pay gap is defined as the difference between the average (mean or median) pay of men and women at all levels of the workforce as a whole. This is expressed as a percentage of men's earnings. According to data published by the Office of National Statistics (ONS), the overall median gender pay gap nationally is 15.1%<sup>1</sup>.

The College has over 250 employees and is therefore required to report its gender pay gap in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (the "Regulations"). This statement has been produced using the "snapshot date" of 31 March 2022 and by reference to the Regulations and associated guidance.

### Overall Gender Pay Gap

#### Pay

For the pay period containing the "snapshot date", the College has a mean hourly gender pay gap of 14.02% and a median hourly gender pay gap of 14.27%.

Which is below the national average. This year the figures show an increase of the mean gap by 0.52% from last year.

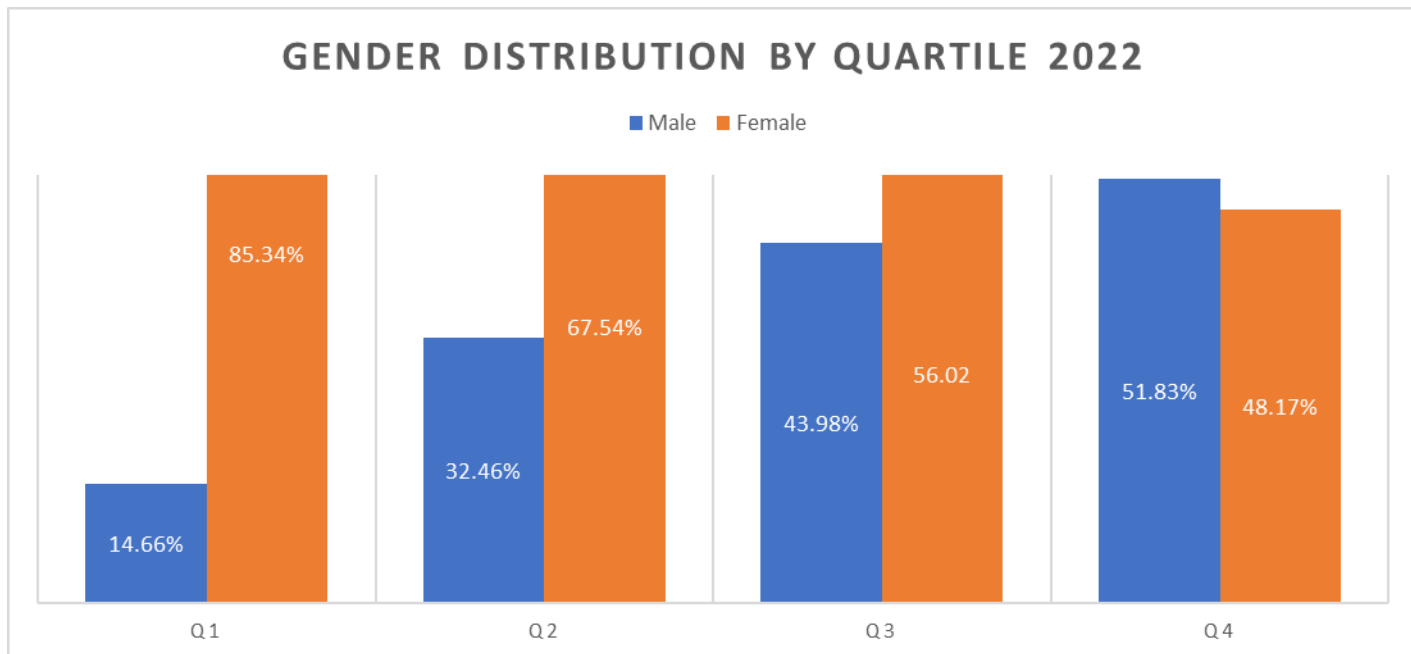
#### Gender distribution

In accordance with the Regulations, we have divided the total population of the workforce into four quartiles: the lower quartile, lower middle, upper middle and upper quartile pay bands. The percentage of males and females within each quartile are shown in the below graph:

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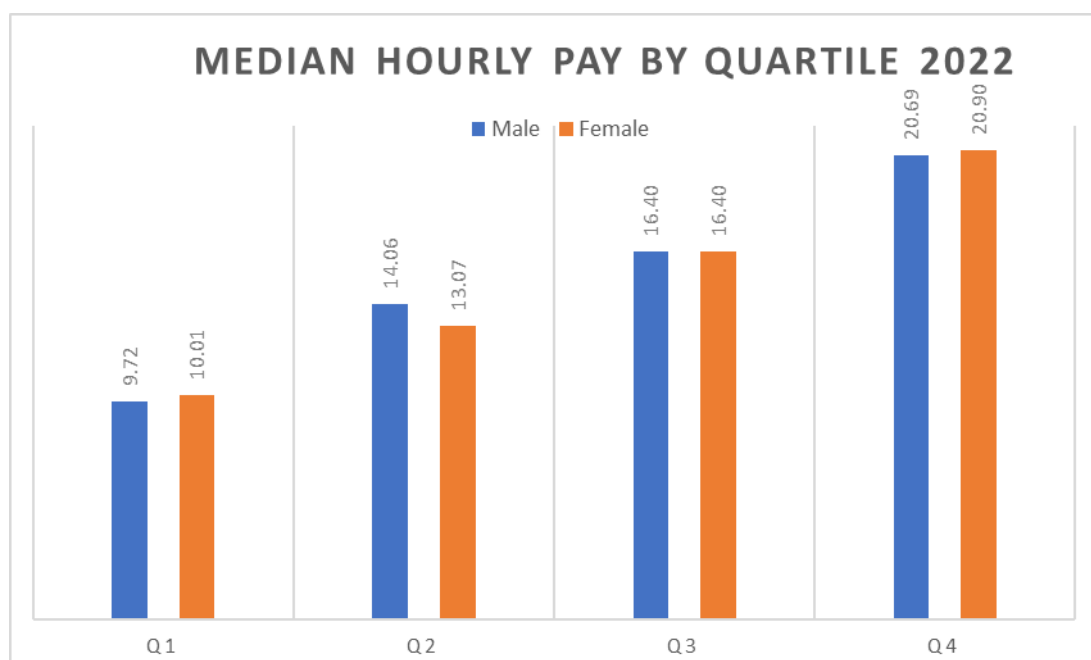
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2022> (accessed November 2022)



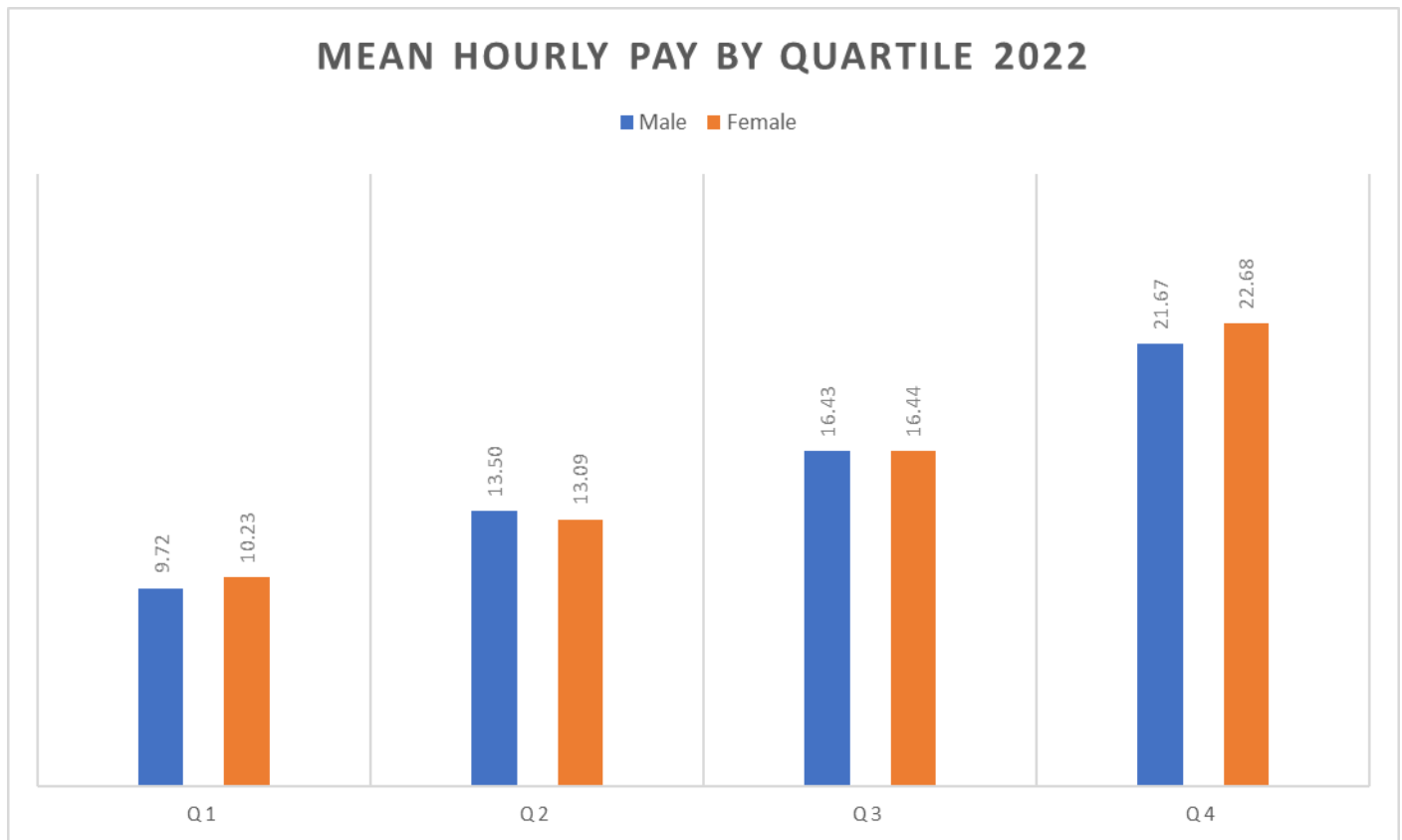
Band	Quartile
Q1	Lower Quartile
Q2	Lower Middle Quartile
Q3	Upper Middle Quartile
Q4	Upper Quartile

#### Gender Pay Gap by Pay Quartile

The Gender Quartile distribution is comparable in the Upper and Upper Middle Quartiles. There are more women in Quartile one with the main roles being in the nursery and cleaning team. The table below shows the Median pay gap for each Quartile. Male are paid more in quartile two and there is equal pay in quartile three and the upper quartile.



The mean pay is given below. This shows that in Q4 the mean female hourly rate is higher than males.



## Action Plan

The College believes that it is a fair employer, and has established through the data that men and women are paid the same for the same roles undertaken. It carries out equal pay analysis to ensure that parity is maintained. The difference comes from the role profiles with the lower paid roles – cleaning and nursery being predominantly staffed by female staff. The College is aware that historically nursery and cleaning roles have often been carried out by women and that it will take time for attitudes to change.

Following the previous report, the College committed to and continues to:

- Continue to promote flexible working opportunities to all employees throughout the organisation;
- Continue unconscious bias training for managers to ensure we maintain a fully inclusive culture;
- Ensure those involved in recruitment and promotion undertake appropriate training;
- Ensure there are sufficient role models at all levels of the organisation;
- Continue to review and set targets for all recruitment applications to ensure that that applications are representative of the local demographic
- Promote role models in under-represented areas
- Set Key performance targets for the next 5 years'

## Declaration

We confirm that the College's gender pay gap calculations are accurate and meet the requirements of the Regulations. The calculations and pay gap data have been collected and presented within this report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Emma Kilby-Brooks

Director of HR

March 2023