

## LEICESTER COLLEGE - Gender Pay Gap Report 2019

Leicester College is committed to fair and transparent pay and reward arrangements. We operate a job evaluation scheme to determine the grades for roles in the organisation and ensure there is equal pay for work of equal value across the organisation.

Difference between Men and Women		
	Mean	Median
Pay Gap	11.8%	18.5%

The figures are based on hourly rates of pay at 30 March 2019.

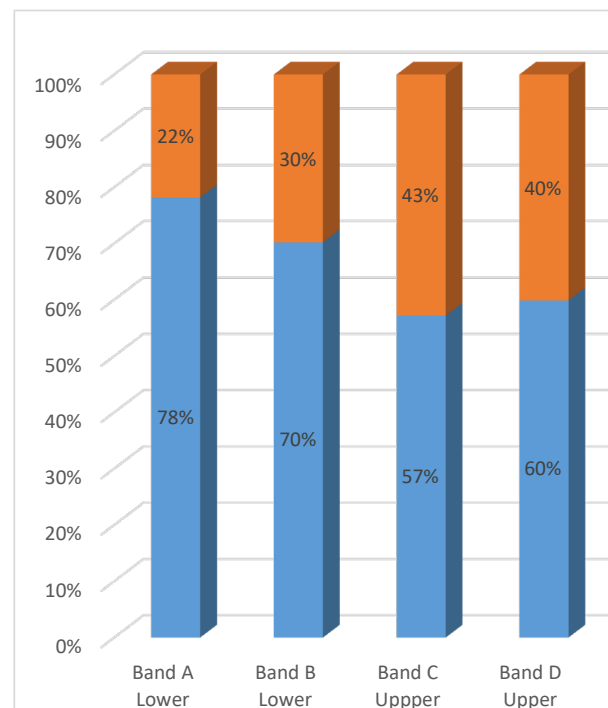
The gender pay gap is defined as the difference between the mean or median hourly rate of pay that men and women employees receive.

The mean pay gap is the difference between average earnings of men and women.

The median pay gap is the difference between the mid-points in the ranges of hourly earnings of men and women. It takes all the salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.

The number of staff in post was 1358 with female staff making up 66.3% of the workforce overall.

The College has a high percentage of female staff in Band A and B (the lowest 2 quartiles) - 74% of women and only 26% of men. This includes substantial numbers of Catering staff, Learning Support, Inclusion Workers, Nursery Practitioners and Invigilators in Band A, who are predominately female; as well as Administrators and other support staff roles in Band B. A great many employees in these roles are part-time. When we advertise to recruit into these jobs, very few men apply, reflecting patterns of employment in the wider environment outside the College. It is for this reason that the average pay of male employees in the organisation is higher than the average pay of female staff.



Unlike a great many other employers in the sector, we directly employ all our support staff, rather than outsourcing services, ensuring that they have access to the benefits of being employed by the College, including a defined benefit pension scheme.

We will continue to monitor pay and reward in the College, including gender pay and equal pay, on a regular and ongoing basis so that all staff are treated fairly, irrespective of their gender and in accordance with our values and commitment to Equality, Diversity and Inclusion.