

## Gender Pay Gap

Capel Manor College aims to be a supportive and flexible employer for its diverse and skilled work force - and supports the fair and equitable treatment of all staff irrespective of gender and position. For the vast majority of roles, the College operates pay systems according to job roles, based on the Association of Colleges grading framework. Staff progress through their pay range based on an annual increment until the top of the grade is reached, subject to satisfactory performance.

The College is 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 at the College; it does not involve publishing individual employees' data.

The calculations are:

1. Your mean gender pay gap
2. Your median gender pay gap
3. Your mean bonus gender pay gap
4. Your median bonus gender pay gap
5. Your proportion of males and females receiving a bonus payment
6. Your proportion of males and females in each quartile band

The College has undertaken these calculations based on the gender pay gap reporting legislation. The Colleges' snapshot date for the above calculations was 31 March 2020 at which the overall employee gender representation was broadly 64.1% female and 35.9% male.

The College does not make bonus payments and as such, calculations 3, 4 and 5 above are not relevant and have not been undertaken.

## Gender Pay Gap Results

- The Colleges mean gender pay gap % is 14.4%
- The Colleges median gender pay gap % is 10.1%
- The proportion of males and females in each quartile band is:

<b>Gender</b>	<b>Lower Quartile</b>	<b>Lower Middle Quartile</b>	<b>Upper Middle Quartile</b>	<b>Upper Quartile</b>
<b>F</b>	75%	72.7%	64.8%	64.1%
<b>M</b>	25%	27.3%	35.2%	35.9%

The College has a higher percentage of females within the workforce overall and across all quartiles, with a greater percentage of females within the lower quartile. These roles are predominantly business support roles, and there is a higher proportion of part time roles in the lower and lower middle quartiles. Overall at Capel there is a larger percentage of women in part time positions. We know that our gender pay gap is not a pay issue, but down to the level of gender representation in certain roles.

### **Eradicating the Gender Pay Gap**

The College's Single Equality Scheme is aimed at further supporting and embedding gender equality. This includes actions to ensure that our recruitment processes are without bias. The College will also continue to offer a wide range of flexible working opportunities to all employees such as job shares, return to work support, mentorship and the development of employees moving to senior positions.



Cengiz Ali  
Executive Director of Human Resources & Central Services  
Capel Manor College