

**LONDON
SOUTH EAST
COLLEGES
GENDER PAY GAP
REPORT**

GENDER PAY GAP REPORT MARCH 2018

The Gender Pay Gap legislation was introduced in April 2017. As London South East Colleges has over 250 employees, we are required to publish our data. The information below relates to a snapshot of data taken on 31 March 2017.

We are committed to the principles of equality, diversity and inclusion. We have robust policies and procedures in place to ensure fairness and equality of opportunity, regardless of gender or any other protected characteristic. The Equality and Diversity Committee oversees and is responsible for co-ordinating policies, procedures, events, and communication on equality, diversity and inclusion.

WHAT DO WE NEED TO REPORT?

We must report the following information:

1. Mean gender pay gap
2. Median gender pay gap
3. Mean bonus gender pay gap
4. Median bonus gender pay gap
5. Proportion of males and females receiving a bonus payment
6. Proportion of males and females in each quartile pay band

1 AND 2 GENDER PAY GAP INFORMATION – MEAN AND MEDIAN



Mean Gender Pay Gap

The mean hourly rate of pay for men is £17.21 and women is £17.00. The Mean Gender Pay Gap is 1.22 % in favour of men.

Median Gender Pay Gap

The median hourly rate of pay for men is £15.85 and women is £16.43. The Median Gender Pay Gap is -3.53% in favour of men.

Our Mean and Median pay gaps are better than some in the sector. We will continue to monitor the gender pay gaps and work to close any, however small.

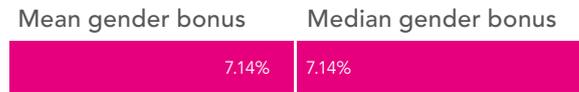
3 AND 4 BONUS GENDER PAY GAP INFORMATION

Mean Gender Bonus Pay Gap

Our Mean Gender Bonus Pay Gap is 7.14% in favour of men.

Median Gender Bonus Pay Gap

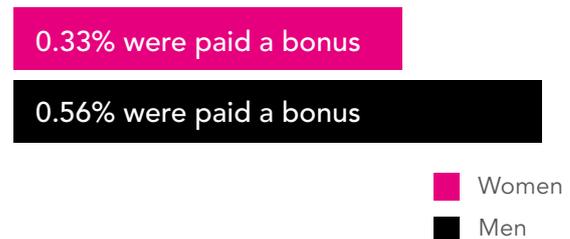
The 'Median Gender Bonus Pay Gap is 7.14% in favour of men.



5 BONUS GENDER PAY GAP INFORMATION

The proportion of men and women receiving bonus payments

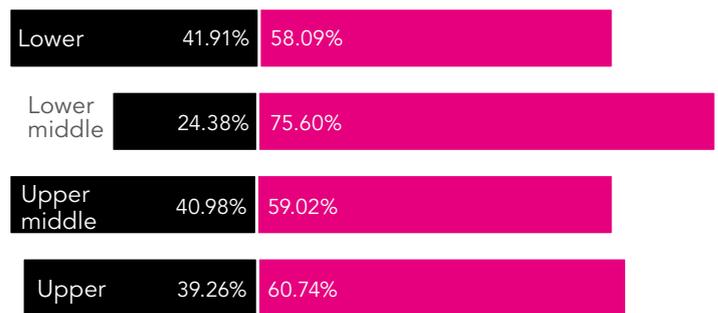
- » 0.33% of women received a bonus payment
- » 0.56% of men received a bonus payment



6 QUARTILE PAY INFORMATION

The proportion of men and women in each quartile pay band

The proportion of men to women in the lower, upper middle and upper quartile reflects accurately to the overall proportion in the FE sector i.e. 40:60. The lower, upper middle and upper quartile are within 1.91% of the national average for the men:women workforce.



We encourage and support equality of opportunity consistently throughout the organisation. In the lower middle quartile we have a higher proportion of women reflecting the constituent jobs in that quartile. These include additional learning support tutors, administrators, learning centre staff, learning support assistants, unqualified lecturers and part-time lecturers and assessors. These roles tend to attract those looking for part-time work, flexible family-friendly options such as term time only and working hours suited to childcare and caring arrangements.

WHAT THE COLLEGE IS DOING TO ADDRESS THE GENDER PAY GAP?

Whilst the College is reporting a small Gender Pay Gap the College is dedicated to equality and to reducing that gap.

Further steps include:

- » Embedding Gender Pay and equality in the Equality and Diversity Committee actions.
- » Reviewing the staff family-friendly policies, consulting widely and involving staff and TUs.

Jennie Richards, Interim Director of Human Resources, confirm that the information in this statement is accurate 13 March 2018

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