

Gender Pay Gap 2016 - 2018

2016

Gender pay gap (MEAN) = $16.88 - 13.83 / 16.88 \times 100 = 18\%$

Gender pay gap (MEDIAN) = $16.83 - 12.35 / 16.83 \times 100 = 26.6\%$

2017

Gender pay gap (MEAN) = $16.75 - 13.96 / 16.75 \times 100 = 16.7\%$

Gender pay gap (MEDIAN) = $16.39 - 12.64 / 16.39 \times 100 = 22.9\%$

2018

Gender pay gap (MEAN) = $17.11 - 14.52 / 17.11 \times 100 = 15.1\%$

Gender pay gap (MEDIAN) = $16.78 - 13.02 / 16.78 \times 100 = 22.4\%$

There remains a pay gap in favour of male employees. This does not, however, indicate that our pay policies favour male employees nor do we have an equal pay issue. Rather, there are a number of other factors at play which contribute to the headline figure.

- Teaching roles are occupied, predominantly, by females, rates of pay are the same as those for equivalent male employees. We have 8 promoted lecturers, of which, 5 are female.
- Management positions are also occupied, predominantly, by female employees and pay is broadly equal for all management grades. The pay gap in this category, is minimal.
- 2 of the 5 Senior Management roles are held by females, although the chief executive is male.
- Our support staff earn considerably less, on average, than the other classes of employee. Of the 126 support staff who lie at the lower end of the earnings scale, 90 are female. In the Living Wage occupations (cleaning) and in our lowest paid roles (café) there are almost no male employees. This is probably the most significant contributory factor in the overall corporate gender pay gap figure.
- Whereas many PSBs contract out their cleaning and catering services (mostly female), we do not and, therefore, this is also a factor in exacerbating the gap.

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Within these support roles identified are cleaning, admin, estates, finance, HR, Learner Support and café staff. These are roles long occupied, in the main, by women and within the local societal context such roles appear to be unattractive to male applicants. This is due, in the main, to market (pay) forces and the local family structure which remains highly traditional. These factors are not within our gift to influence.

It may be some time before the cumulative impact of equality policies impact upon such embedded societal norms.

Signed

A handwritten signature in black ink, appearing to read 'Donald MacBeath', written in a cursive style.

Donald MacBeath

Principal