



GENDER PAY GAP REPORT – 2017

OVERVIEW

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap. The gender pay gap shows the difference in the average earnings between all men and women in an organisation. It does not relate to equal pay, which is about differences in the actual earnings of men and women doing like work.

As one of the leading colleges in the south west, responsible for educating more than 30,000 learners each year, we are committed to a managed reduction in the gender pay gap and welcome the transparency that the new legislation brings. Publishing this data each year will help all employers, including ourselves to identify where action to close the gender pay gap is most needed and to set a benchmark for the future.

AT A GLANCE

Headline gender pay figures for The Cornwall College Group

	Women's earnings are:
Mean gender pay gap in hourly pay	12.8% lower
Median gender pay gap in hourly pay	15% lower

We do not have any bonus payments for relevant employees.

UNDERSTANDING THE GAP

The analysis of our gender gap figures tell us that within each quartile we have very low differences within quartiles i.e. where people are doing the same roles, they get the same pay.

Quartile	Mean Pay Gap (%)
Upper	0.31
Upper middle	0.86
Lower middle	1.82
Lower	-1.24

Our pay gap is caused by the % of male and females working in roles which fall in the upper and lower quartiles.

Proportion of females and males in each pay quartile		
Quartile	Female	Male
Upper	46%	54%
Upper middle	62%	38%
Lower middle	68%	32%
Lower	73%	27%

CLOSING THE GAP

What have we already done?

- Steps have been put in to ensure that our recruitment processes are without bias
- Flexible working and job shares are already available at all levels
- We are developing our own female lecturers in technology
- We are introducing a career ladder to encourage learning support practitioners into teaching roles
- We have extended the National Living Wage to all employees not just those aged over 25.

What are we planning to do?

- We will work with every member of staff in our lower quartile to see how we can best support their career aims and employability skills.
- Through our workforce planning we will seek to increase the number of female applicants applying for roles in quartile four.
- We will work with our staff to identify the best ways to reduce the pay gap.
- We will seek to reduce the differential between the lowest and highest paid roles.

SUMMARY

We are pleased that our gender pay gap is lower than the national average, however we are not complacent. We will work to continue to reduce the gap both as an employer and as an educational institution. We celebrate the fact that we have flexible employment practices which allow women to enter the workforce and remain in the workforce.