

## Gender Pay Gap Reporting

### Why

Aside from complying with legislation on gender pay gap reporting for legal entities with more than 250 employees **fairness, inclusion and equal opportunity** are at the heart of our values thus gathering and reporting on gender pay gap information and making it transparent demonstrates our commitment to establish our own benchmark and to see where action to close the gender pay gap is most needed.

### Mandatory Data

Based on the requisite snapshot of **March 31<sup>st</sup>, 2017** the following data is reported on:

- Our mean gender pay gap (full-pay relevant employees)
- Our median gender pay gap (full-pay relevant employees)
- Our mean bonus gender pay gap (relevant employees)
- Our median bonus gender pay gap (relevant employees)
- Our proportion of males receiving a bonus payment (relevant employees)
- Our proportion of females receiving a bonus payment (relevant employees)
- Our proportion of males and females in each quartile pay band (full-pay relevant employees)

### Who

We are reporting on full-pay relevant employees and relevant employees from the three colleges, Rotherham College, North Notts College and Dearne Valley College.

**Full-pay relevant employee:** A relevant employee who is NOT during the relevant pay period (01 - 31 March 2017) being paid at a reduced rate or nil as a result of being on a reduced pay absence such as SMP or SSP

**Relevant employee:** A person employed on the snapshot date

### Our Gender Pay Gap Data

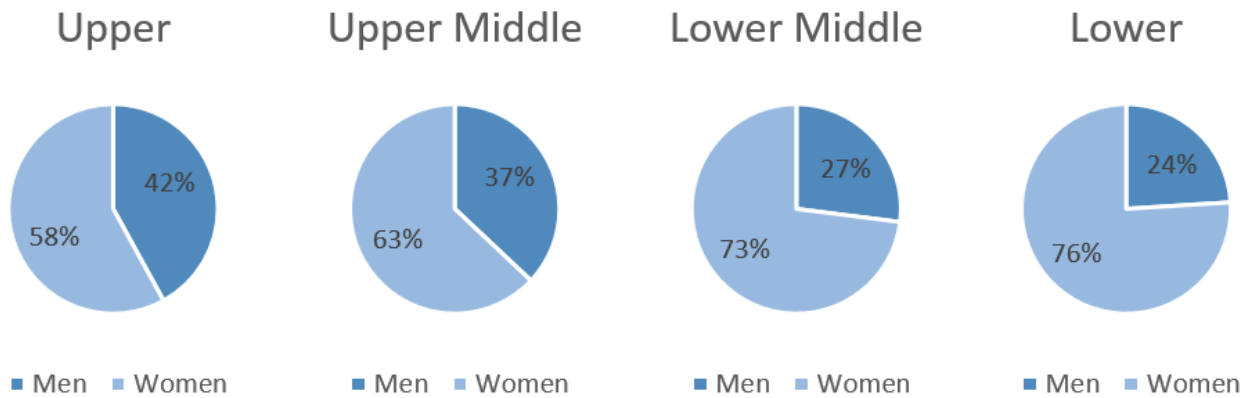
On the snapshot date our workforce gender demographic consisted of 354 men and 736 women.

The data shows our gender pay gap, based on median hourly salary, is **18.89% lower salary** for women across the combined colleges.

	Women's earnings are:
Mean gender pay gap in hourly pay	13.68% lower
Median gender pay gap in hourly pay	18.89% lower
Difference in mean bonus payments	0% higher**
Difference in median bonus payments	0% higher**

\*\*No bonuses paid

Across the four quartiles our workforce is predominantly female. The data shows the breakdown as:



### Gender Pay Gap

The gender pay gap is based on full-pay relevant employees and is the difference between the gross hourly earnings for all men and the gross hourly earnings for all women.



Based on a January 2018 published analysis by the Office of National Statistics there is data evidence that shows nationally one of the main reasons for the gender pay gap is because fewer women work in the highest-paying occupations and in full-time jobs.

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/understandingthegenderpaygapintheuk/2018-01-17>

In the context of our Colleges our gender pay gap is not caused by unequal pay for women but by the impact, like many colleges, of a considerably higher percentage of women employed in the lower quartiles compared to men.

In our lower middle and lower quartiles, due to occupational stereotyping we employ a large number of women undertaking the roles of Support Worker, Administration Assistants and Family Support Officers. It is also pertinent to highlight that unlike many other organisations we have not outsourced our lower paid support roles such as cleaners, catering & learning support assistants, roles that are typically performed by women. Finally we also employ a number of apprentices that are, in the main, female. Again this influences the gender pay gap based on the median data.

### Next Steps

*Whilst we recognise the absolute importance of reducing the national gender pay gap, in RNN Group's case we can view part of this figure as a positive reflection of our ability to respond to the demands of our local labour market. Like many colleges, we employ considerably more women than men in lower pay occupations, which is a reason behind our gender pay gap, which is close to the UK average for the sector. We are committed to creating and implementing initiatives which will reduce our gender pay gap.*