

Gender Pay Gap Report 2018

Condover College Ltd employs more than 250 people and is required by law to publish an annual gender pay gap report showing the difference in average female earnings compared to average male earnings.

Definition: *the Gender Pay Gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.*

Figures must be calculated using a specific date each year, called the "snapshot date". The figures are calculated using standard methodologies used in the Equalities Act 2010 (Gender Pay Gap Information) Regulations 2017.

The snapshot date is 5th April for businesses and charities and the data must be published within one year of that date.

All salaries and bonuses are paid following a fair, transparent and non-discriminatory process. Condover College employs significantly more female colleagues than male staff, which is typical of the social care sector.

Of the 262 staff on the snapshot date of 5th April 2018, 176 were female (67%) and 86 were male (33%).

Results

Pay Gap	Mean	Median
Pay	-0.2%	-4.4%
Bonus	20.4%	55.0%

10.5% of male and 13.6% of female employees received a bonus.

Bonuses can be paid three times a year;

- For education staff, in September
- For non-education, staff in April
- For Maintenance staff, at the end of a major maintenance project.

The proportion of males and females in each quartile pay band for CCL are:

Band/Quartile	Males	Females
Lower quartile	25%	75%
Lower - middle quartile	54%	46%
Upper - middle quartile	31%	69%
Upper quartile	33%	67%

Conclusion

The mean gender pay gap for the whole economy is 17.2% and the median gender pay gap is 18.4%. Condover Colleges results are significantly lower than these figures.

Condover College Ltd does not have a material gender pay gap when the mean gender pay is considered (-0.2%)

Vikki Pryce

Chief Executive