

## Gender Pay Gap Report

### Snapshot date 5<sup>th</sup> April 2019

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 5<sup>th</sup> 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 272 staff on the snapshot date, 192 were female (71%) and 80 were male (29%).

#### Results

Pay Gap	Mean	Median
Pay	-5.8%	-5.3%
Bonus	-3.7%	11.1%

5.0% of male and 7.8% 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	50%	50%
Lower - middle quartile	43%	57%
Upper - middle quartile	22%	78%
Upper quartile	22%	78%

**Conclusion**

The median gender pay gap for the whole economy is 17.3% in 2019. Condover Colleges' results are significantly lower than these figures.

Condover College Ltd does not have a material gender pay gap when the median gender pay is considered (-5.3%)

Vikki Pryce

**Chief Executive**