

Gender Pay Gap Report 2021

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce.

From 2017, UK employers with a staff headcount of 250 or more are required by law to publish the following data annually on their own website and on the GOV.UK [Gender Pay Gap Service](#).

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

For West Thames College the information is as set out below. Figures are calculated using a 'snapshot date' of 31 March 2021.

Gender Hourly Pay Gap

Mean Hourly Pay Gap	The hourly rate for women is: 11.8% lower
Median Hourly Pay Gap	The hourly rate for women is: 11.2% lower

Gender Bonus Pay Gap

Mean Bonus Pay Gap	N/A
Median Bonus Pay Gap	N/A

Proportion of Employees receiving a Bonus

Proportion of men receiving a bonus	0%
Proportion of men receiving a bonus	0%

There were no bonuses paid in the period to either male or female employees. Employers are also required to report on the proportion of male and female employees in each of four pay bands, where Lower Quartile represents the lowest salaries and Upper Quartile represents the highest salaries.

Proportion of Men and Women in each Pay Quartile

Upper Hourly Pay Quartile (highest paid)	Male: 38% Female: 62%
Upper-middle Hourly Pay Quartile	Male: 35% Female: 65%
Lower-middle Hourly Pay Quartile	Male: 33% Female: 67%
Lower Hourly Pay Quartile (lowest paid)	Male: 10% Female: 90%

West Thames College Workforce Profile

The proportion of male and female employees included as relevant employees for the purposes of the Gender Pay Gap Report is:

Male: 29%

Female: 71%

Gender Pay Supporting Statement

West Thames College's pay approach supports the fair treatment and reward and recognition of all staff irrespective of gender.

Pay scales vary according to the level of responsibility for a role. Job roles in the College are divided into job families and assigned a grade on the pay scale as appropriate.

Graded posts have a set pay range with incremental points in between the grades. Staff who occupy these posts move through the pay range irrespective of gender.

Spot salaries are paid to members of our College Management Team. This is to ensure the College can attract the right staff with the right skills set, but also enables the College to manage staffing expenditure more rigorously.

The College has a higher proportion of women in each quartile, which reflects the College workforce which is predominantly female.

The College has a higher proportion of women in the lower and lower-middle quartiles. These tend to be business support roles which are predominantly part-time and term time only roles. The College employs more women than men in part-time and term time only roles.

The proportion of female employees in the upper-middle and upper quartiles exceeds male employees.

Mark Cooper
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