

Gender Pay Gap Report 2018/19

As of 6 April 2017, employers in Great Britain with more than 250 staff are required by law to publish the following four types of figures annually on their own website and on a government website.

- 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:

These figures are calculated using a 'snapshot date' of 31 March 2018.

Mean Gender Pay Gap	Women's hourly rate is: 6% lower
Median Gender Pay Gap	Women's hourly rate is: 16% lower
Mean Bonus Gender Pay Gap	0%
Median Bonus Gender Pay Gap	0%

Employers are also required to report on the proportion of male and female employees in each of four pay bands, where Lower Quartile represents lowest salaries Upper Quartile represents the highest salaries.

The proportion of males/females in each quartile pay band is as follows:

Lower Quartile	Male: 27%	Female: 73%
Lower Middle Quartile	Male: 31%	Female: 69%
Upper Middle Quartile	Male: 41%	Female: 59%
Upper Quartile	Male: 42%	Female: 58%

Proportion of employees receiving a bonus

Males and Females receiving a bonus payment = 0% and 0% respectively (No bonuses paid in period)

West Thames College workforce profile is as set out below:

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

Male: 35%

Female: 65%

West Thames College 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 females 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 males in part-time and term time only roles.

The proportion of women in the upper middle and upper quartiles exceeds males.

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