

Employee Communication: Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of March 31st 2017.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting the HR department.

As at 31st March 2017, The Henley College employed 300 people, of whom 68.7% were female.

Mean and Median Pay Rates

The mean pay rate for male employees was 5.1% higher than the mean pay rate for females.

The median pay rate for male employees was 8.5% higher than the median pay rate for females.

Bonus Earnings

The regulations also require calculations in respect of bonus earnings but no employees receive a bonus during the period covered by this data.

Quartile Data

The proportion of male and female employees in each quartile are as follows:

	Males	Females	Tptal No of Employees
Lower Quartile	21.3	78.7	76
Lower Middle Quartile	29.9	70.1	75
Upper Middle Quartile	38.7	61.3	75
Upper Quartile	36.0	64.0	75

Our figures demonstrate that there are relatively small differences in the mean pay between males and females but the median pay gap is wider.

There are proportionately more males in the Upper Middle and Upper Quartiles than in the Lower Middle and Middle Quartiles. This is because the higher quartiles predominately include teaching staff where the balance between male and female employees is different from that at the lower, support staff pay levels.

The specific actions that we intend to take in relation to the gender pay gap are:

- (i) to review our recruitment and selection procedures and practices are reviewed to ensure that any gender discrimination is eliminated; and
- (ii) to review our pay policies to ensure that any gender discrimination is eliminated.

Further information can be obtained from our HR department (HR@henleycol.ac.uk)

Satwant Deol
Principal and Chief Executive