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# Employee Communication: Gender Pay Gap Reporting (2018/19)

We are an employer required by lawto 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 as at a specific date in the year. It will not involve publishing individual employees’ data.

We are required to publish the results on our own website and a government website within one calendar year of 5 April in any given year.

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. The data we are now reporting on is based on data as at 5 April 2018.

As at 5 April 2018, The Henley College employed 252 people, of whom 65.1% were female.

**Mean and Median Pay Rates**

The mean pay rate for male employees was 6.9% higher than the mean pay rate for females.

The median pay rate for male employees was 13.8% higher than the median pay rate for females.

**Bonus Earnings**

The regulations also require calculations in respect of bonus earnings. One female employee and no male employees received a bonus during the period covered by this data.

**Quartile Data**

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | Males | Females | Total No of Employees |
|  |  |  |  |
| Lower Quartile | 26.2 | 73.8 | 61 |
| Lower Middle Quartile | 27.9 | 72.1 | 63 |
| Upper Middle Quartile | 33.9 | 64.1 | 64 |
| Upper Quartile | 50.0 | 50.0 | 64 |

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. The balance is very different in the Upper Quartile. 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:

1. to continue to review our recruitment and selection procedures and practices are reviewed to ensure that any gender discrimination is eliminated; and
2. 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](mailto:HR@henleycol.ac.uk))

Satwant Deol

Principal and Chief Executive