

PORTSMOUTH COLLEGE

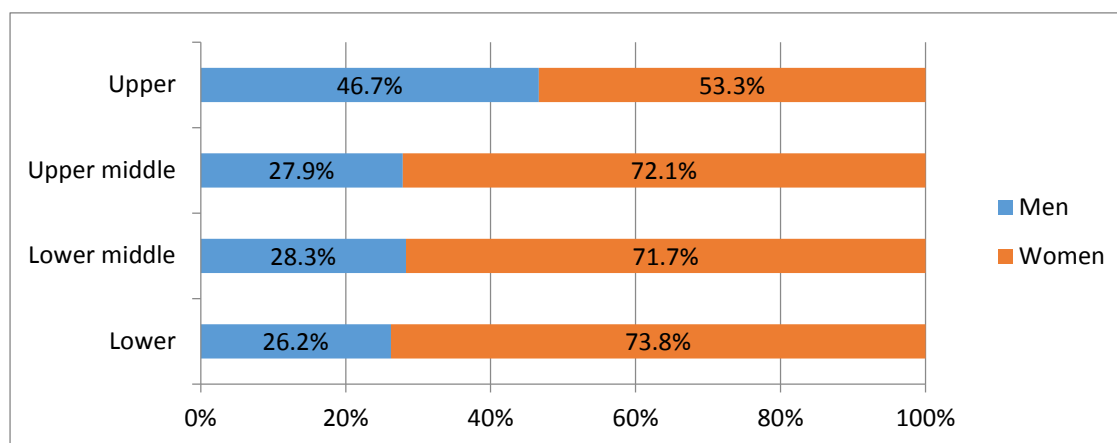
GENDER PAY GAP REPORT 2017

Data

The College collected its data as at 31st March 2017 when the workforce consisted of 164 women (67.8%) and 78 men (32.2%).

	Women's earnings are
Mean gender pay gap in hourly pay	17.1% Lower
Median gender pay gap in hourly pay	39.6% Lower
Difference in mean bonus payments	N/A – No bonus payments
Difference in median bonus payments	N/A – No bonus payments

Proportion of men and women in each pay quartile



The College offers family friendly conditions where possible, including term time only for some roles, which has attracted women to lower paid roles as administrators, learning support assistants and cleaners.

Only 33% of the workforce is made up of men meaning that the average pay of men is more sensitive, and having a significant impact to the gender pay gap, to having even a small number of higher paid men. The three highest paid roles in the College are currently held by men, if these were held by women the overall mean gender pay gap would fall from 17.14% to 7.35%.

Over the last few years lower paid roles have received larger proportionate pay rises which has increased the average pay of women, this trend is likely to continue but is set by national negotiation between the Sixth Form College Association and representative unions. All roles in the College are open to both men and women and the same hourly rate is paid irrespective of gender. The College will continue to offer family friendly conditions to the extent that business objectives are delivered; opportunities to remove barriers to women accessing higher paid roles will be explored and introduced where possible. A review of comparability of pay rates for different roles in the College will be undertaken, however it is not anticipated that any resulting adjustments would make material changes to the gender pay gap.