

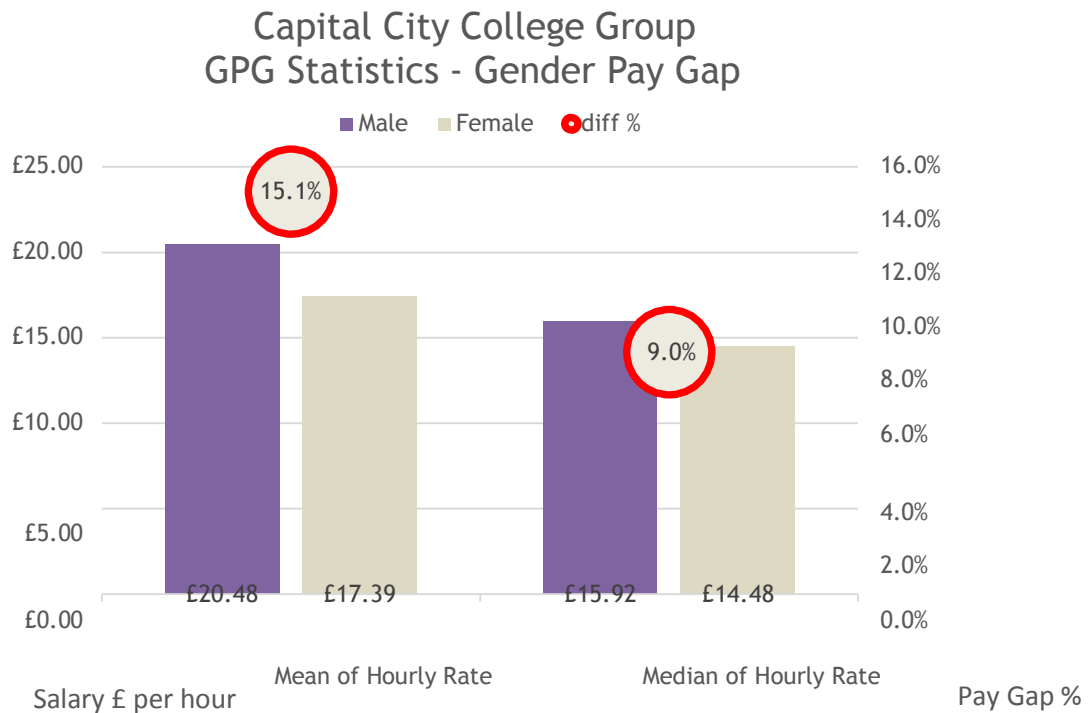
Capital City College Group

Gender Pay Gap Statistics

July 2017

Your gender pay gap

Our analysis of the data provided to us by you for this report shows that, for this entity, there is currently a mean gender pay gap in hourly pay of 15.1% on average. The median gap is 9.0%. This is consistent with gaps we have found in other colleges.



For the purposes of this exercise we have calculated this figure using the FTE equivalent salary data provided by you, and based on the following assumptions:

1. FTE salary assumes pay is made up to full pay for holiday entitlement, sickness payments, maternity pay, paternity.
2. Hourly rate assumes that the contractual pay is divided into twelve equal monthly instalments.
3. Allowances include Market Uplifts and Cycle to Work.
4. Salary sacrifice, expenses, or benefits in kind are not included (our assessment of these arrangements will be provided in the equal pay review).

Your gender bonus gap

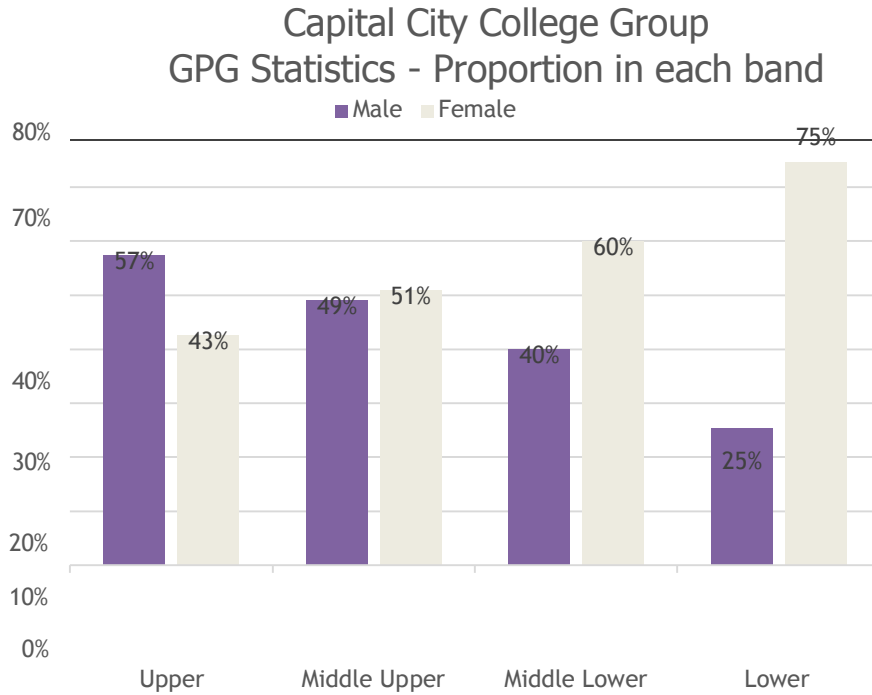
Gender pay gap reporting also requires you to submit a figure for the difference in mean and median bonus earnings. This figure should include only those who receive a bonus. You will also be required to publish the proportion of each gender to receive a bonus.

Our discussions with you confirm there is no bonus for this group of staff and therefore you would submit a nil return for this element.

Salary quartiles

The final piece of reportable data is the number of men and women at each quartile in their pay distribution. This is intended to help employers consider where women are concentrated in the overall distribution of the organisation, and if there are any blockages to their progression.

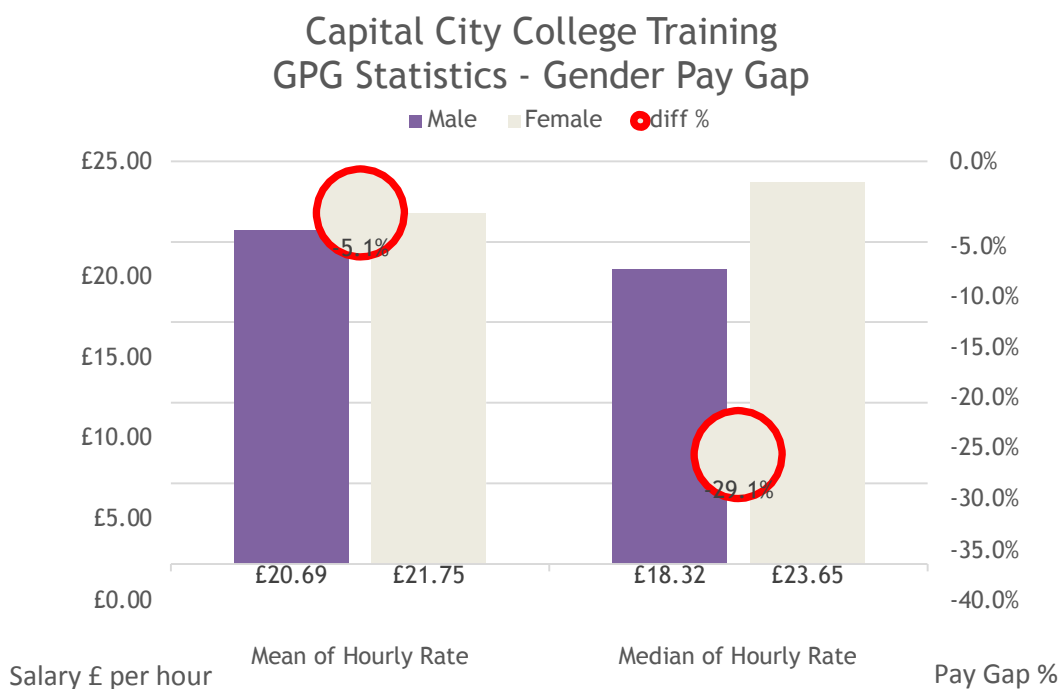
This shows that whilst you have 15% more women than men in your organisation, the proportion of men in the Upper band and women in the Lower paid band is significantly higher. This would infer that men are more likely to be promoted, or appointed, to higher paid roles.



GPG Statistics - Capital City College Training

Your gender pay gap

Our analysis of the data provided to us by you for this report shows that, for this entity, there is currently a mean gender pay gap in hourly pay of -5.1% on average in favour of women. The median gap is -29.1% in favour of women, which is particularly high and illustrates how the headline gap can be adversely affected when there are only small numbers of staff.



For the purposes of this exercise we have calculated this figure using the FTE equivalent salary data provided by you, and based on the following assumptions:

1. FTE salary assumes pay is made up to full pay for holiday entitlement, sickness payments, maternity pay, paternity.
2. Hourly rate assumes that the contractual pay is divided into twelve equal monthly instalments.
3. Allowances include Market Uplifts and Cycle to Work.
4. Salary sacrifice, expenses, or benefits in kind are not included (our assessment of these arrangements will be provided in the equal pay review).

Your gender bonus gap

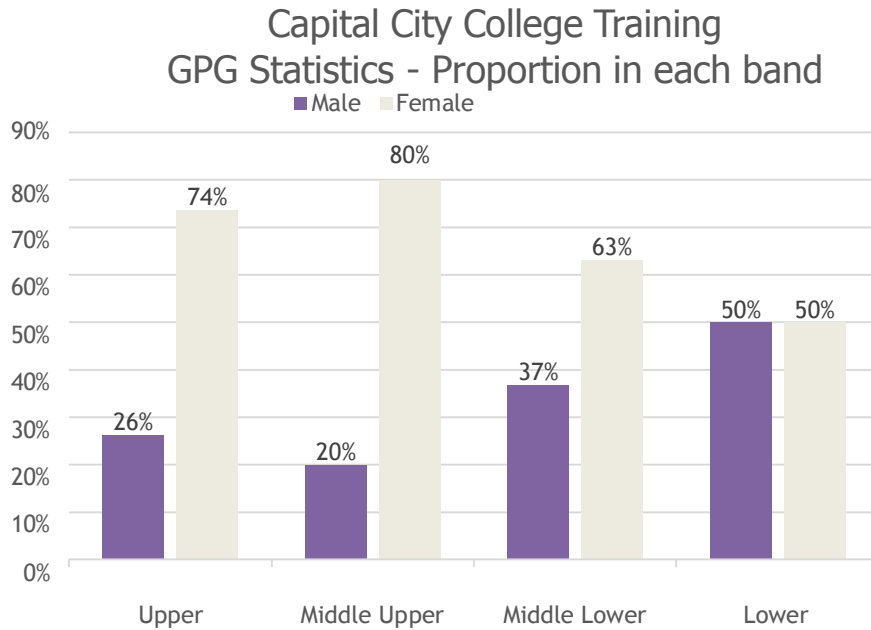
Gender pay gap reporting also requires you to submit a figure for the difference in mean and median bonus earnings. This figure should include only those who receive a bonus. You will also be required to publish the proportion of each gender to receive a bonus.

Our discussions with you confirm there is no bonus for this group of staff and therefore you would submit a nil return for this element.

Salary quartiles

The final piece of reportable data is the number of men and women at each quartile in their pay distribution. This is intended to help employers consider where women are concentrated in the overall distribution of the organisation, and if there are any blockages to their progression.

This shows that whilst you have equal or proportionate numbers of men and women the Lower bands, women are more likely to be appointed or promoted to higher paid roles than their male colleagues. This is often reflective of a highly administrative service where women dominate the workforce.

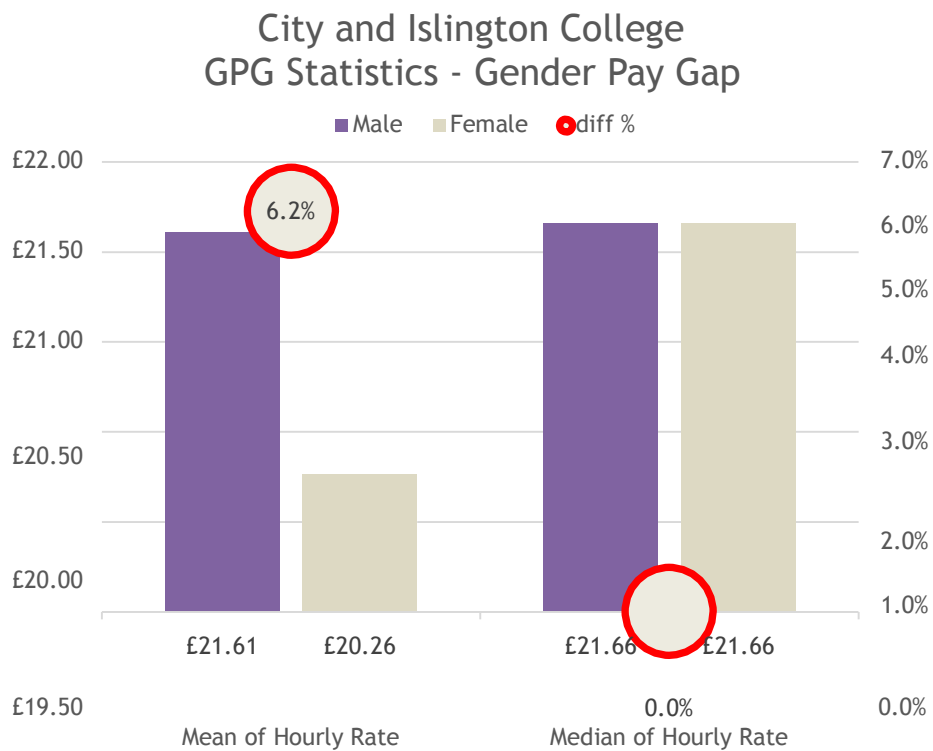


GPG Statistics - City and Islington College

The data set provided by you for this group of staff includes 496 staff; 184 Male (37%), 312 Female (63%). As highlighted earlier we have removed non-eligible staff and those with nil pay in the data.

Your gender pay gap

Our analysis of the data provided to us by you for this report shows that, for this entity, there is currently a mean gender pay gap in hourly pay of 6.2% on average in favour of men, which is better than we have found in other colleges. The median gap is 0% which compares particularly well with gaps we have found in other colleges.



For the purposes of this exercise we have calculated this figure using the FTE equivalent salary data provided by you, and based on the following assumptions:

1. FTE salary assumes pay is made up to full pay for holiday entitlement, sickness payments, maternity pay, paternity.
2. Hourly rate assumes that the contractual pay is divided into twelve equal monthly instalments.
3. Allowances include Market Uplifts and Cycle to Work.
4. Salary sacrifice, expenses, or benefits in kind are not included (our assessment of these arrangements will be provided in the equal pay review).

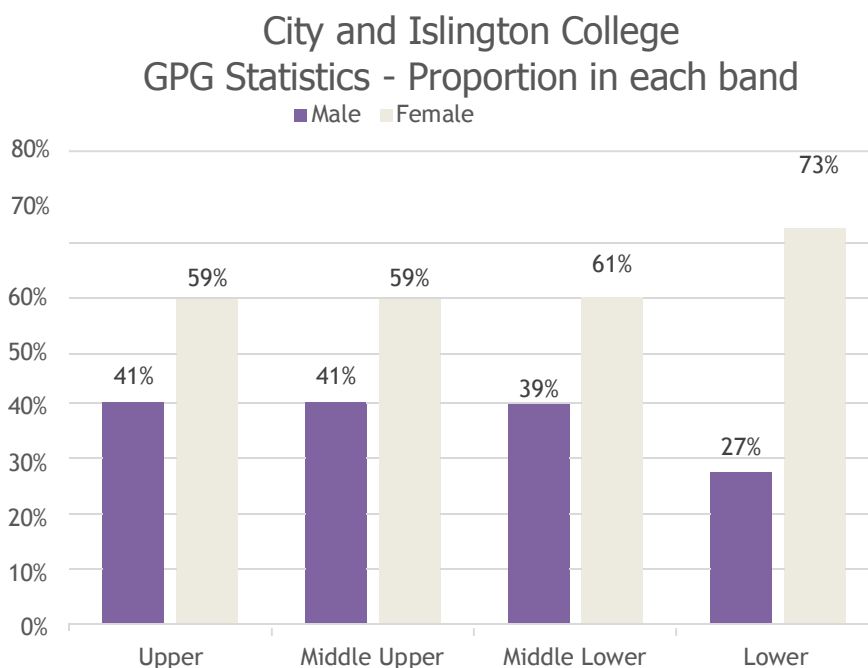
Your gender bonus gap

Gender pay gap reporting also requires you to submit a figure for the difference in mean and median bonus earnings. This figure should include only those who receive a bonus. You will also be required to publish the proportion of each gender to receive a bonus.

Salary quartiles

The final piece of reportable data is the number of men and women at each quartile in their pay distribution. This is intended to help employers consider where women are concentrated in the overall distribution of the organisation, and if there are any blockages to their progression.

This shows that whilst you have equal or proportionate numbers of men and women the 3 highest bands, there are fewer men in the Lower band. This suggests that women are more likely to be recruited to the lower paid roles.



GPG Statistics - Westminster Kingsway College

The data set provided by you for this group of staff includes 474 staff; 202 Male (43%), 272 Female (57%). As highlighted earlier we have removed non-eligible staff and those with nil pay in the data.

Your gender pay gap

Our analysis of the data provided to us by you for this report shows that, for this entity, there is currently a mean gender pay gap in hourly pay of 0.6% on average in favour of men. The median gap is 0%. These gaps compare particularly well with gaps we have found in other colleges.

For the purposes of this exercise we have calculated this figure using the FTE equivalent salary data provided by you, and based on the following assumptions:

1. FTE salary assumes pay is made up to full pay for holiday entitlement, sickness payments, maternity pay, paternity.
2. Hourly rate assumes that the contractual pay is divided into twelve equal monthly instalments.
3. Allowances include Market Uplifts and Cycle to Work.
4. Salary sacrifice, expenses, or benefits in kind are not included (our assessment of these arrangements will be provided in the equal pay review).

Your gender bonus gap

Gender pay gap reporting also requires you to submit a figure for the difference in mean and median bonus earnings. This figure should include only those who receive a bonus. You will also be required to publish the proportion of each gender to receive a bonus.

Our discussions with you confirm there is no bonus for this group of staff and therefore you would submit a nil return for this element.

Salary quartiles

The final piece of reportable data is the number of men and women at each quartile in their pay distribution. This is intended to help employers consider where women are concentrated in the overall distribution of the organisation, and if there are any blockages to their progression.

This shows that whilst you have proportionate numbers of men and women across each band. There are slightly fewer men proportionately in the Middle Upper band but the difference is not significant.



Upper

Middle Upper

Middle Lower

Lower