

# Gender Pay Gap Report – 2018

## Introduction

The Cornwall College Group is one of the largest education establishments in the South West, operating across eight campuses in Devon and Cornwall, with extensive outreach facilities and partnerships. We teach more apprenticeships, more adult learners and more HE in FE learners than any other College in Devon and Cornwall. Our industry partners span every sector of our local economy and we work actively with them to ensure that we offer education and training to support the skills needs of businesses across the South West.

As an employer, we strive to attract, retain and develop our people so that they can deliver exceptional education and training for every learner to improve their career prospects.

This report provides a summary of the gender pay gap that existed in 2018 for the Cornwall College Group, and progress since 2017, together with information about how we are monitoring and working to reduce the gender pay gap at our College.

## What is the Gender Pay Gap?

The gender pay gap shows the difference in the average earnings between all men and women in an organisation. We are committed to reducing our gender pay gap and publishing our data each year will help us identify where we can take action to close it, and set a benchmark for the future.

We publish this information in line with legal requirements to disclose our mean gender pay gap i.e. the average overall, and the median gender pay gap. Cornwall College does not pay any bonus payments.

Cornwall College's workforce is made up of 62.9% women and 37.1% men.

## Headline Figures

	Women's earnings are lower by:		+/- percentage points
	2017	2018	
Mean gender pay gap in hourly pay	12.8%	10.4%	-2.4
Median gender pay gap in hourly pay	15%	11.7%	-3.3

The mean gender pay gap is often referred to as the average, and the data shows that there has been a reduction of - 2.4 percentage points from our 2017 figure.

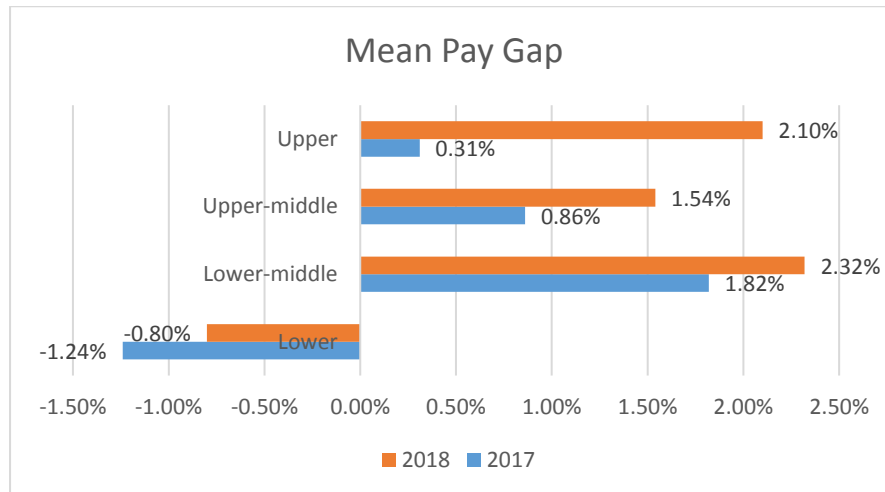
The median gender pay gap is calculated by ranking all women by pay and ranking all men by pay and then comparing what the woman in the middle of the female pay range received with what the man in the middle of the male pay range received. Our data shows that the woman received 11.7% less than the man. This is a reduction of - 3.3 percentage points from our 2017 figure.

These reductions are a reflection of the changes we have put in place to reduce the risk of pay inequality across all levels of the organisation.

## Our Pay Quartiles

A pay quartile represents a quarter of the workforce ranked by pay. The pay quartiles are then broken down by gender.

### Mean Pay Gap per Quartile

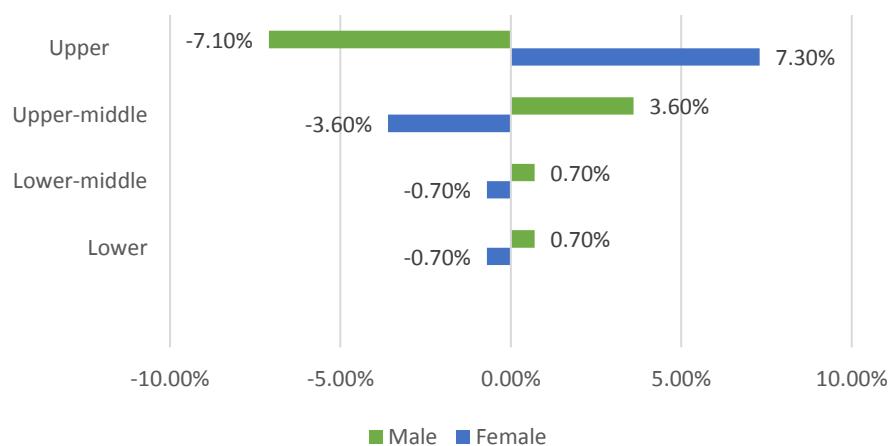


### Median Hourly Pay Scale per Quartile

	2017	2018
Lower	£8.02	£8.55
Lower-middle	£10.12	£10.99
Upper-middle	£12.94	£13.61
Upper	£15.95	£16.62

Within each quartile we have very low differences i.e. where people are doing similar roles they are paid at similar levels. Our gender pay gap is caused by the proportion of males and females working in roles that fall in the lower quartile, and the relatively broad range of salaries in the upper quartile compared to the other quartiles. We do not outsource services such as cleaning and catering so all staff have access to great terms and conditions.

### Gender balance differences from 2017 to 2018



This year's data shows an increase in the percentage of men in both the lower and the lower middle quartile of + 0.7 percentage points. The more significant increase however is the number of women in the upper quartile, an increase of +7.3 percentage points.

#### **What are we doing to close the gap?**

- We are committed to ensuring that equality diversity, fairness and inclusion are embedded in all that we do. Our recruitment process is robust and objective, ensuring no bias with regard to gender.
- All departments engage in strategic workforce planning to identify critical roles and plan for succession. Our aim is that this will increase the number of females promoted within the College to roles into the upper quartiles.
- We have introduced a teaching competency framework to enable those in teaching roles to increase their pay over 2 years once key competencies have been achieved.
- We aim to re-design our pay and reward processes to increase transparency, reducing the number of pay scales, introducing job families and ensuring that every role has a clear pay range associated with it linked to competencies.
- We will continue to implement the national living wage for all our employees, not just those over 25.
- We are able to offer flexible working for many roles at all levels across the organisation, and this enables those with caring responsibilities to remain in work. We will seek to increase flexible working wherever possible to enable people to balance working life with family commitments.