

## **Gender Pay Gap Reporting**

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 set out the requirement for all public sector bodies with over 250 employees to publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average (mean) and mid-point (median) earnings of men and women, expressed relative to the earnings of men.

### **Our Data**

The data below is for all of our staff, full-time, part-time and hourly paid, who were employed by the Windsor Forest Colleges Group on 31<sup>st</sup> March 2024. At this 'snap-shot' date, we employed 679 women and 266 men.

The data we are required to report is;

- Gender pay gap as a mean (average)
- Gender pay gap as a median (middle)
- Bonus gender pay gap as a mean (average)
- Bonus gender pay gap as a median (middle)
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay

### **Pay**

#### **Gender pay gap as a mean (average)**

This measure is the difference between the mean (average) hourly pay of men compared with women

The mean hourly pay of men = £19.31

The mean hourly pay of women = £17.99

Gender pay gap as a mean = 6.85%

### **Gender pay gap as a median (mid-point)**

This measure is the mid-point hourly pay – imagine you lined up all the staff (male and female separately) from the lowest paid to the highest paid in order and found the person standing in the middle of the line – we report their hourly pay.

The median hourly pay of men = £18.74

The median hourly pay of women = £15.95

Gender pay gap as a median = 14.87%

There has been an increase in our gender pay gap of 0.47% and is reflective of the decrease in numbers of men employed in the two lower pay quartiles and an increase of men employed in the two higher pay quartiles (as shown in the pie charts below).

### **Bonus**

#### **Mean (average) bonus gap**

This is the difference between the mean (average) bonus paid to men and that paid to women.

Mean (average) bonus gender pay gap as a mean average = 0%\*

\*no bonus gap to report

#### **Median (mid-point) bonus gap**

This is the difference between the median bonus paid to men and that paid to women.

Mean bonus gender pay gap as a median average = 0%\*

\*no bonus gap to report

### **Bonus proportions**

The proportions of male and female relevant employees who were paid bonus pay during the relevant period.

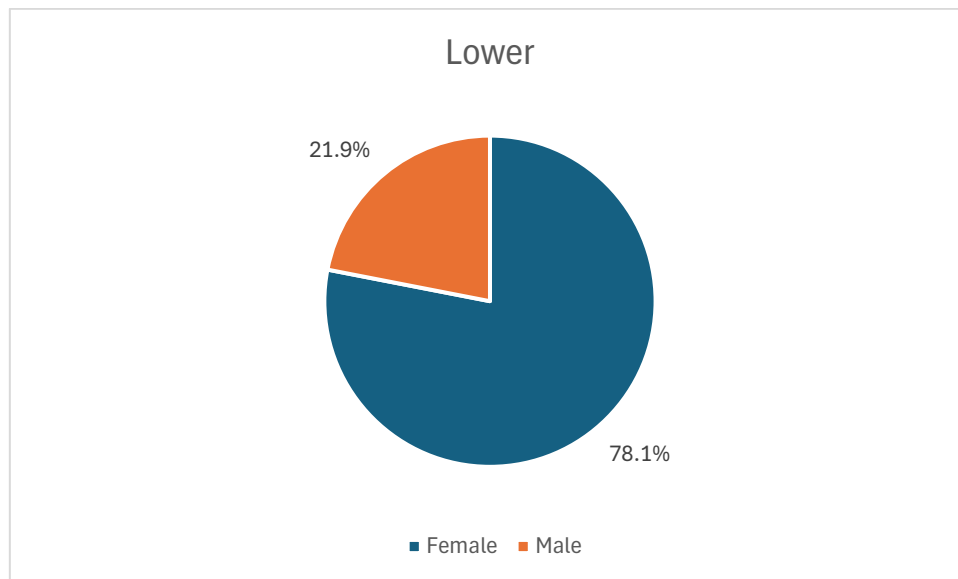
Proportion of males receiving a bonus payment = 0%\*

Proportion of females receiving a bonus payment = 0%\*

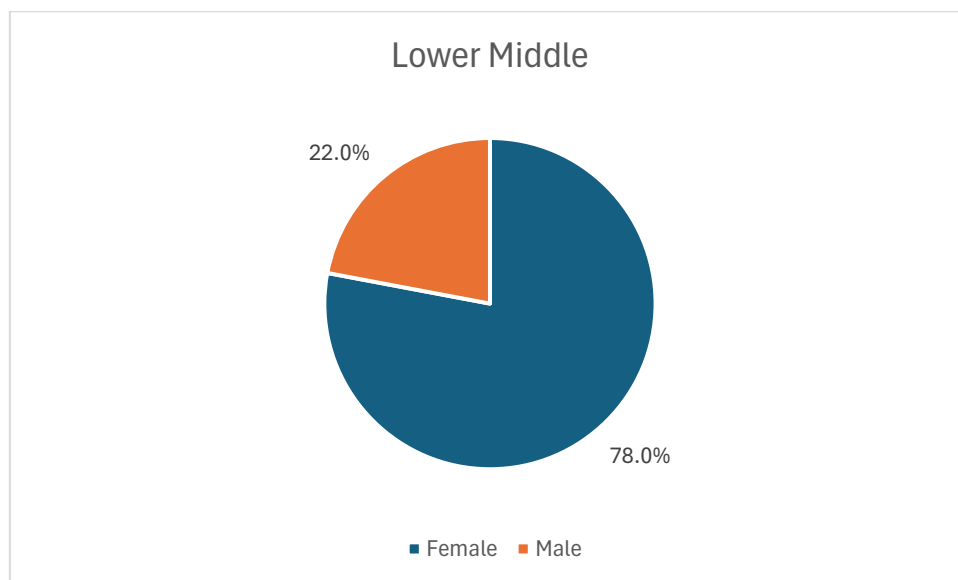
\*no bonus gap to report

## Quartile Pay Bands

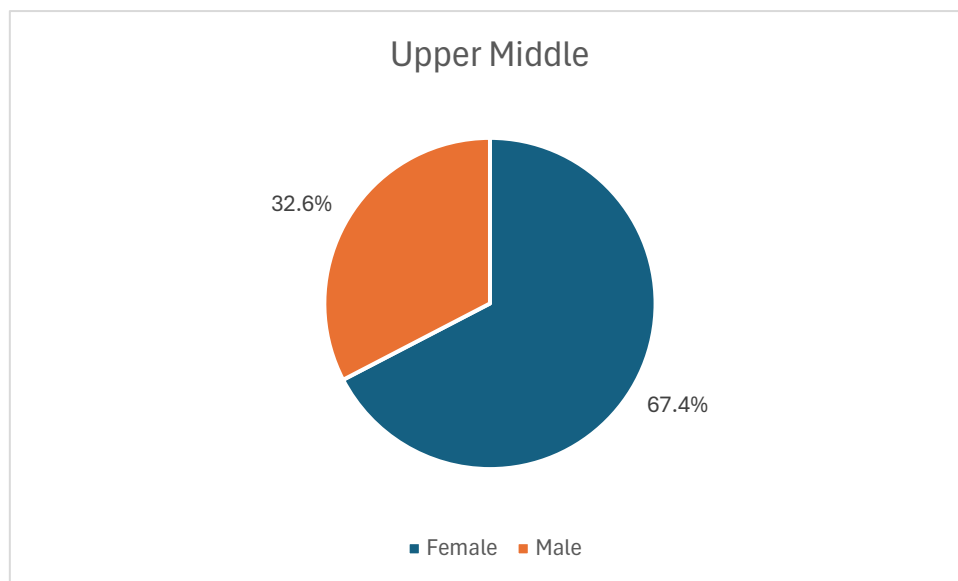
The charts below show the percentage of men and women employed in four equal pay quartiles.



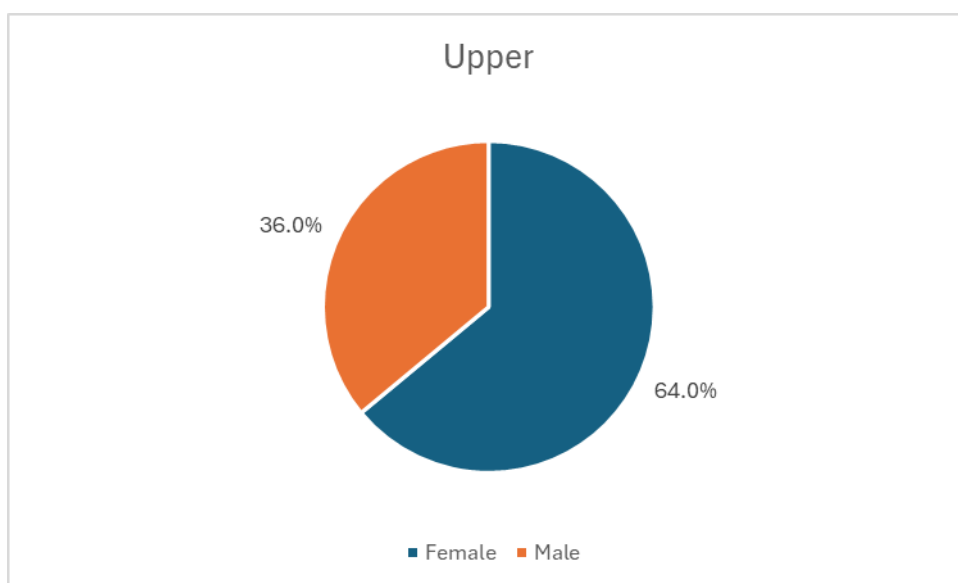
The proportion of men employed in this quartile has decreased from 29%, with females increasing from 71%.



The proportion of men employed in this quartile has decreased from 28.9%, with females increasing from 70.4%.

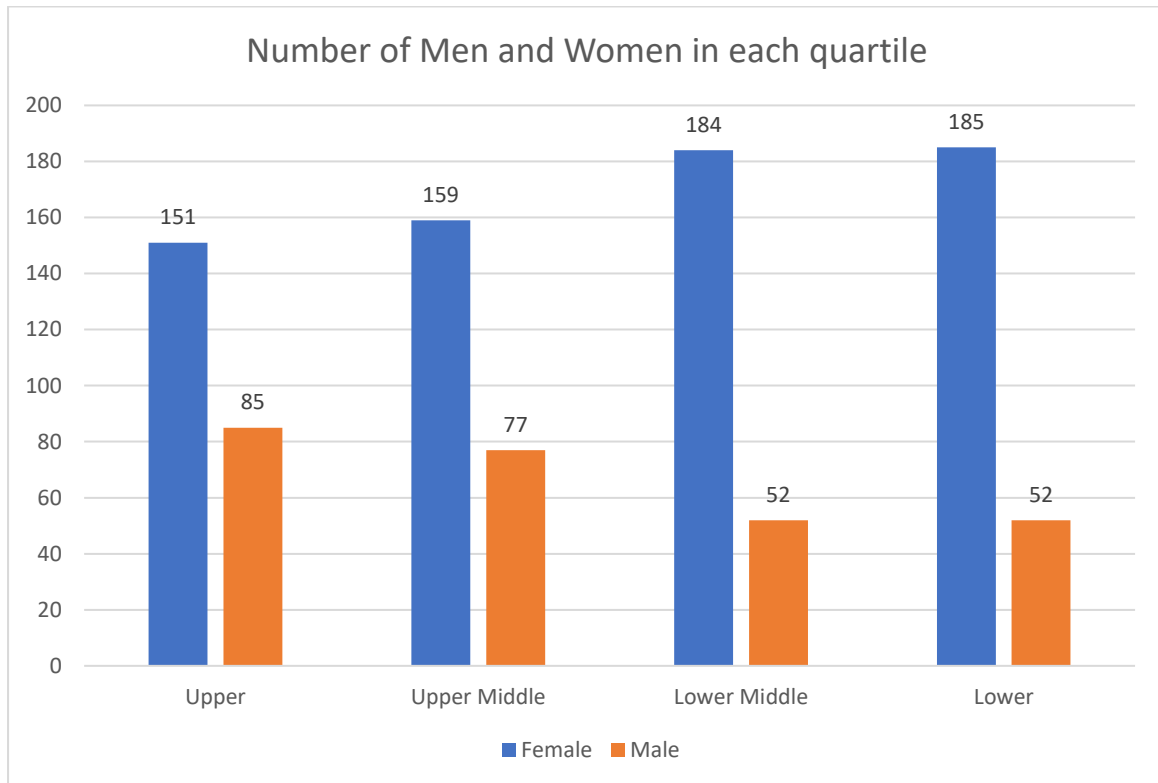


The proportion of men in this quartile has increased from 29.6%, with females decreasing from 70.4%.



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The number of staff by gender for each quartile is set out in the below chart.



### What will we do to address the Gender Pay Gap?

- The College continues to be committed to flexible working across all staff.
- We will further promote our willingness to have conversations about flexible working, particularly amongst men.
- We will ensure positive imaging of our roles to attract both males and females.
- Support internal promotions and pay transparency.
- Look at ways we can embrace hybrid working.

<https://gender-pay-gap.service.gov.uk/account/organisations/4e0565ec78e7d9fd0a51824c78e19bac/reporting-year-2024/report?canTriggerLateSubmissionWarning=True>