

# Gender Pay Report 2018

Snapshot date: March 2018

As an organisation with over 250 employees we have a legal requirement to report on the gender pay gap using certain metrics.

We measure the single figure gender pay gap through two calculations, both important in showing the gender distribution through various pay levels at the College.

The **mean pay gap** is an average calculated by adding the hourly pay rate of each member of staff together and dividing by the total staff body, per gender. Then the female mean is subtracted from the male mean, and the result divided by the male mean.

$$2326.2 / 145 = 16.04; 3373.16 / 232 = 14.54$$

$$(16.04 - 14.54) / 16.04 = 9.37\%$$

The mean pay gap shows a true average of pay rates across the organisation, placing equal 'weight' on each figure, but can become distorted by particularly high or low results.

The **median pay gap** is calculated by arranging all of the hourly pay in ascending order and finding the middle value for each gender. Then the female median is subtracted from the male median, and the result divided by the male median.

The median pay gap highlights a typical pay rate for each gender that is closer to what an average member of staff would experience, but is unlikely to highlight issues raised by particular high or low earners of specific genders.

For both mean and median pay gap percentages:

- A **positive percentage** indicates that an average male earns more than an average female.
- A **negative percentage** indicates that an average female earns more than an average male.
- A **zero percentage** represents parity between an average female and male.

A **quartile** is calculated by arranging the data in order of hourly pay and then dividing the list into four equal, smaller segments. We then ensure that if the quartile intersects a pay point (for example if there were staff at £20 ph in Q3 and Q4) we divide the staff between the quartiles so there are an equal proportion of male and female staff at that pay rate in both quartiles.

## Our Return

Below are the figures for our single figure return:

	Mean %	Median %
Single Figure %	9.37%	7.22%

This is a reduction of approximately 1.5% for both mean and median figures on the previous year, and shows favourably against the higher education sector and the education sector as a whole.

Quartiles	Male	Female
1	36.17% (2017 36.3%)	63.83% (2017 63.7%)
2	36.84% (2017 32.7%)	63.16% (2017 67.3%)
3	39.36% (2017 45.5%)	60.64% (2017 54.5%)
4	41.49% (2017 39.6%)	58.51% (2017 60.4%)

Plymouth College of Art has a higher proportion of females to males, with an overall proportion of 32.5% male to 67.5% female. This is consistent across all of the quartile bands, although the gap closes at the higher end of the organisational structure, but Q4 still has a healthy proportion of 58.5% females.

As we pay no bonuses at Plymouth College of Art we are able to make no return on these data points.