

## **Mandatory Gender Pay Gap Reporting**

### **Waltham Forest College Gender Pay Gap**

From April 2017 it became mandatory for all organisations employing 250 or more people to publish their gender pay gap. Organisations are required to report on the mean and median gender pay gaps, the proportion of men and women who receive bonuses and the proportion of men and women across the quartile bands.

These figures look at the difference between hourly pay of men and women. This is different from equal pay, which focuses on men and women being paid the same for equal work or work of equal value.

We are pleased present the below figures. The WFC pay gap significantly lower than the ONS figures for 2017. Nationally in 2017 women earn 18.4% less than men, in FE Colleges the gap reduced to 15.6%.

WFC Mean Gender Pay Gap – 2.6%

WFC Median Gender Pay Gap - 5.8%

No Bonuses were paid

Quartile (based on hourly pay)

	% Male	% Female
Upper Quartile	35.9	64.1
Upper Middle Quartile	45.5	54.5
Lower Middle Quartile	36.4	63.6
Lower Quartile	32.5	67.5
Percentage across WFC	37.5	62.5

This shows the percentage of men and women in each quartile. The upper quartile for example is the highest paid 25% of employees.

### **Narrative**

Waltham Forest College is committed to being a diverse and inclusive workplace. The College caters for a diverse range of students and is committed to celebrating the diversity in social and ethnic backgrounds, gender, race, age and sexuality that our students, staff and external partners bring. We recognise the strength that comes from the different experiences and backgrounds of our colleagues. We pride ourselves on supporting and growing talent within our organisation.

We are committed to fairly rewarding employees of Waltham Forest College. As this is the first year that we are reviewing our Gender Pay Gap we will use this to inform future decisions on reward. We use clear salary banding, this means that each job role is assigned a band and employees can move incrementally on that band. Pay banding is not linked to length of service. To reduce gender bias in recruitment we have a stringent recruitment process that does not identify gender, ethnicity or age information at the shortlisting stage.

2017 is the first year we have published our gender pay gap.

Our mean gap (the differences between the average hourly earnings of male and female employees) is 2.6% Our median (or midpoint) gender pay gap is 5.8%.

Waltham Forest College did not pay any bonuses in the year 2016-2017 and therefore we have no gap in bonus payments. The overall gender profile of employees at Waltham Forest College is 37.5% male 62.5% female. The quartile furthest from the total figure is the Upper Middle Quartile with 45.5% male and 54.5% female. Those who fall into this quartile are our qualified lecturers, team leaders and support staff at the Senior Officer level. In order to narrow this gap we commit to reviewing the processes in which development opportunities and incremental increases in pay are implemented.

Waltham Forest College will continue to support the development and promotion of all employees regardless of gender. We will continue to offer flexible working policies and support parents and carers regardless of gender in their responsibilities outside of work.