



GENDER PAY GAP REPORT 2017

**Lakes College West Cumbria
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OVERVIEW

The Government has introduced world-leading legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap for workers in scope.

The regulations that underpin the Public Sector Equality Duty require relevant organisations to publish their gender pay gap data annually, including mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the proportion of male and female employers in each pay quartile.

The **gender pay gap** shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

The gender pay gap is different to equal pay. **Equal pay** deals with the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

This report fulfil Lakes College West Cumbria's reporting requirements, analyses the figures in more detail and sets out what we are doing to close the gender pay gap in the organisation.

LAKES COLLEGE WEST CUMBRIA GENDER PAY GAP REPORT 2017

This report gives the gender pay gap data at Lakes College West Cumbria as at 31 March 2017.

For salaries we used a snapshot date of 31 March 2017.

For bonuses we used the period 1 April 2016 to 31 March 2017, the 12 months before the snapshot date.

A Lakes College West Cumbria there were 277 members of staff in post as at 31 March 2017. Our gender balance at this date was: -

- Women: 182 (66%)
- Male: 95 (34%)

MEDIAN GENDER PAY GAP

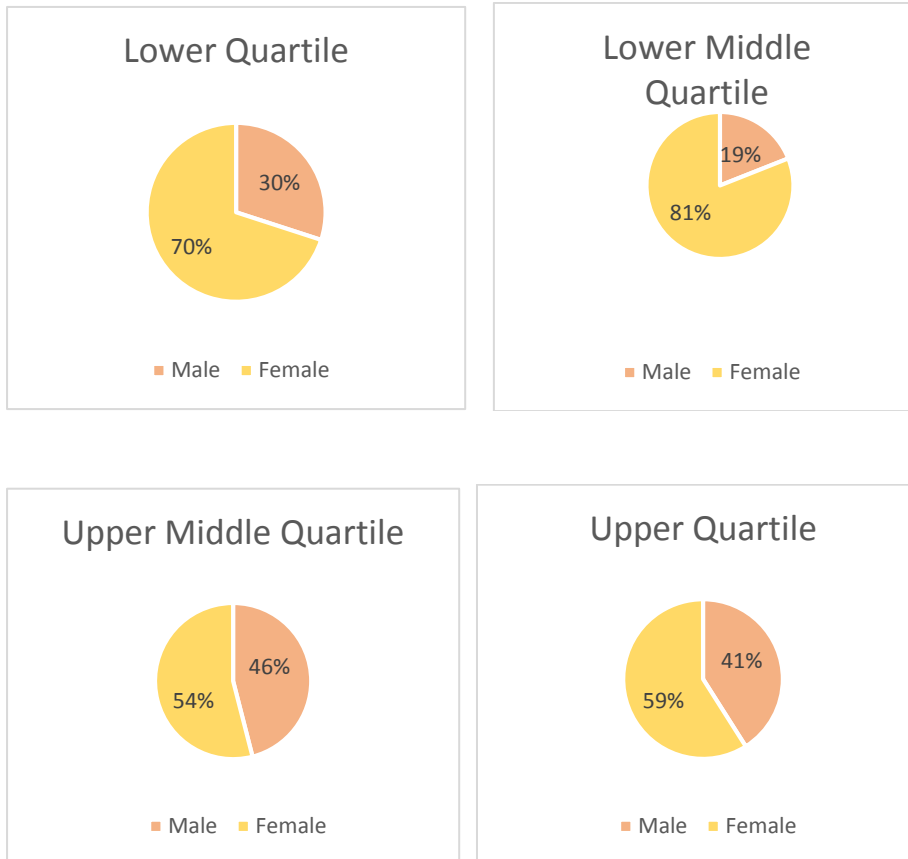
	Women's earnings are : -
Median gender pay gap in hourly pay	21% lower

MEAN GENDER PAY GAP

	Women's earnings are : -
Mean gender pay gap in hourly pay	9.8% lower

In common with the FE profession as a whole, Lakes College staffing is predominantly female. Given that 66% of our workforce is female, it is also the case that women outnumber men at all levels within the college.

The proportion of men and women in each pay quartile (%) is as follows:



57% (104) of women were in roles in the lower and lower middle quartiles with 43% (78) in the upper middle and upper quartile. This compares with 36% (34) in the lower and lower middle quartiles and 65% (61) of males were in roles in the upper and upper middle quartiles.

BONUS

1.1% of female staff receive a bonus with 0% of male staff receiving a bonus. Our bonus systems are gender neutral by design.

As there are no males who receive bonus payments then we cannot compare mean and median bonus pay gap.

ACTIONS

- **Fair Treatment**

Lakes College West Cumbria will continue the fair treatment of all staff irrespective of gender. We will ensure that there is no bias towards either gender from the point of recruitment right through to salary conversations and progression opportunities.

- **Equal Opportunities**

As an equal opportunities employer, we will continue to be committed in appointing the best candidate into any role, regardless of their gender or other factors covered in the Equality Act.

- **Flexible Working**

We will continue to support staff who wish to work more flexibly, across all grades to ensure that our people have the opportunity to work in a way that works best for their career aspirations and home life.

- **Objective Job Evaluation**

Lakes College West Cumbria uses a job evaluation system to assess the relative value of jobs across the organisation, and this provides evidence in support of the allocation of jobs in our grading structure.