



GENDER PAY GAP REPORT 2020

**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. Although Lakes College - West Cumbria employs less than 250 we feel that reporting our Gender Pay Gap Reporting is very important.

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 employees 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 fulfils 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 2019

This report gives the gender pay gap data at Lakes College West Cumbria as at 31 March 2020.

For salaries we used a snapshot date of 31 March 2020.

For bonuses we used the period 1 April 2019 to 31 March 2020, the 12 months before the snapshot date.

At Lakes College West Cumbria there were 213 members of staff in post. There has been a reduction of 23 members of staff are within scope as of 31 March 2019.

Our gender balance has changed since March 2018 and stands at: -

- Women: 141 (66%)
- Male: 72 (34%)

In common with the FE profession as a whole, Lakes College staffing is predominantly female (66%).

MEDIAN GENDER PAY GAP

2020

	Women's earnings are : -
Median gender pay gap in hourly pay	32% lower

2019

	Women's earnings are : -
Median gender pay gap in hourly pay	32% lower

No change from March 2019

MEAN GENDER PAY GAP

2018

	Women's earnings are : -
Mean gender pay gap in hourly pay	17% lower

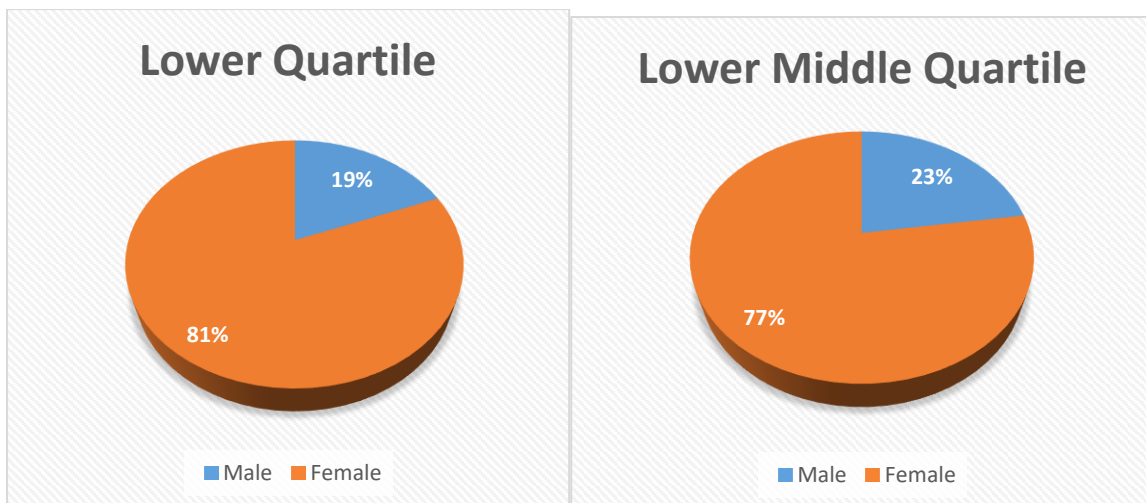
2019

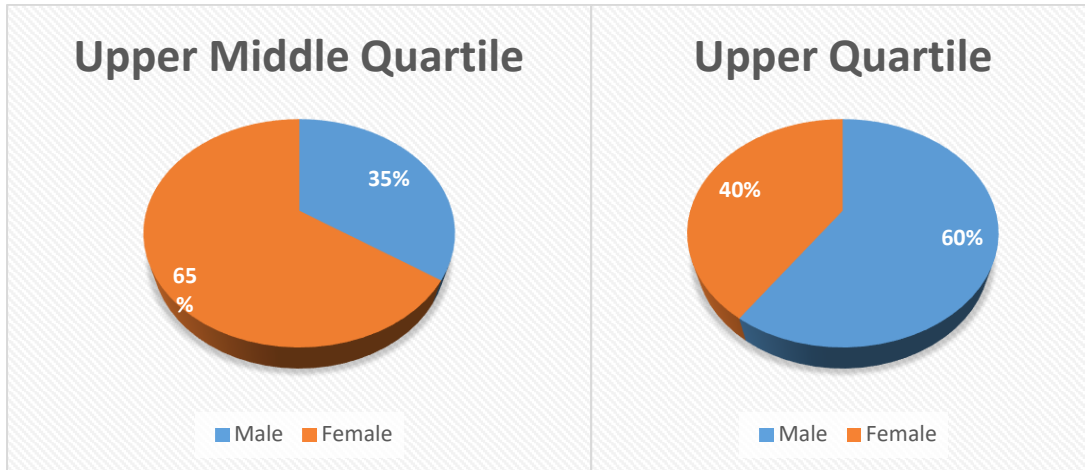
	Women's earnings are : -
Mean gender pay gap in hourly pay	16% lower

This has increased by 1% from March 2019

QUARTILES

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





Lower Quartile – Decrease of Males by 4%
 Lower Middle Quartile – Increase of Males by 15%
 Upper Middle Quartile – Increase of Females by 9%
 Upper Quartile – Decrease of Females by 7%

BONUS

2% of female staff continue to receive a bonus with 1.39% of male staff receiving a bonus. Our bonus systems are gender neutral by design.

The mean bonus gender pay gap

The mean gender pay gap, therefore, equates to 336.68% in favour of females.

The median bonus gender pay gap

The median gender pay gap, therefore, equates to 79.54% in favour of females.