



GENDER PAY GAP REPORT 2021

**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 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 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 2021

This report gives the gender pay gap data at Lakes College West Cumbria as at 31 March 2021.

For salaries we used a snapshot date of 31 March 2021.

At Lakes College West Cumbria there were 217 members of staff in post. There has been an increase of 4 members of staff are within scope as of 31 March 2020.

Our gender balance has changed since March 2020 with females increasing by 1% and stands at: -

- Women: 145 (67%)
- Male: 72 (33%)

In common with the FE profession as a whole, Lakes College staffing is predominantly female (67%).

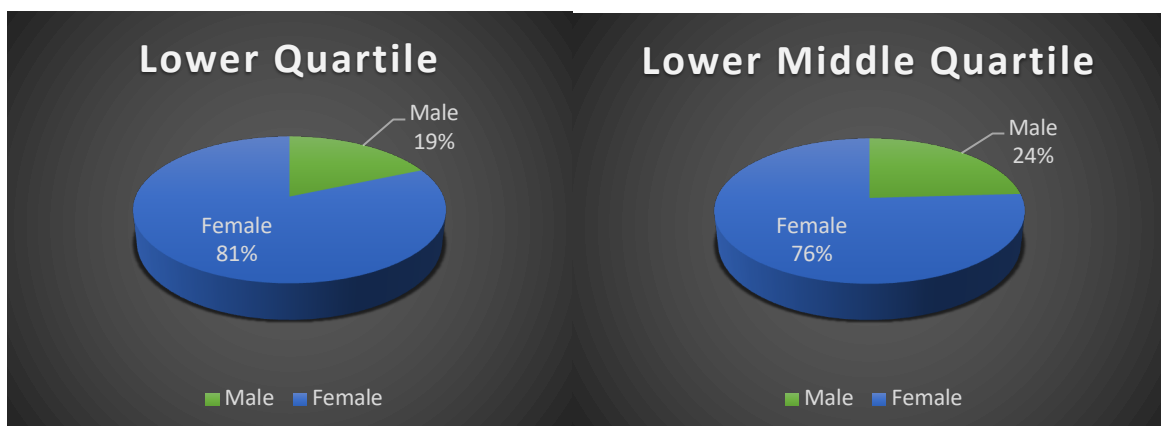
GENDER PAY GAP

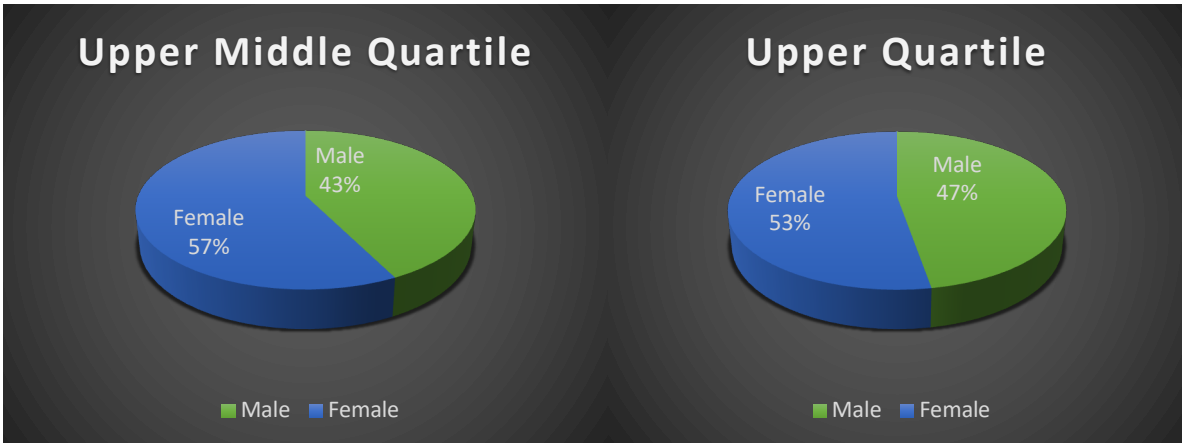
Category	As at 31 March 2020	As at March 2021
Median Gender Pay Gap	32% in favour of men	33% in favour of men
Mean Gender Pay Gap	17% in favour of men	17% in favour of men

There has been an increase of 1% of Median Gender Pay Gap in favour of Men with Mean Gender Pay Gap remains static at 17% in favour of men

QUARTILES

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





Lower Quartile – No change

Lower Middle Quartile – Increase of Females by 1%

Upper Middle Quartile – Decrease of Females by 8%

Upper Quartile – Increase of Females by 13%

The main reasons for the College’s current gender pay gap are:

- although there are more females in each of the quartiles, overall there is a higher percentage of females in the lower quartiles which represent more junior roles and therefore lower salaries;
- It is still the case that females are more likely than males to take time out from work to start a family, look after children or other family members;
- Females are still more likely to work part-time, with such roles often attracting a pro-rata or lower paid salaries;

COMMITMENTS FOR THE FUTURE

The College is committed to following areas for action over the next 12 months:

- to continue to review and analyse the College recruitment and career progression opportunities;
- where appropriate, encourage both males and females to consider family friendly and flexible working policies;
- continue to ensure staff have the opportunity to discuss their development opportunities