



GENDER PAY GAP REPORT 2023

**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 2023

This report gives the gender pay gap data at Lakes College West Cumbria as at 31 March 2022.

At Lakes College West Cumbria there were 273 members of staff in post.

Our gender balance has changed since March 2022 with males increasing by 2% and stands at: -

- Women: 172 (67%)
- Male: 101 (33%)

We employ slightly more females than the FE sector average of 64% (*FE Workforce Census 2020*)

GENDER PAY GAP

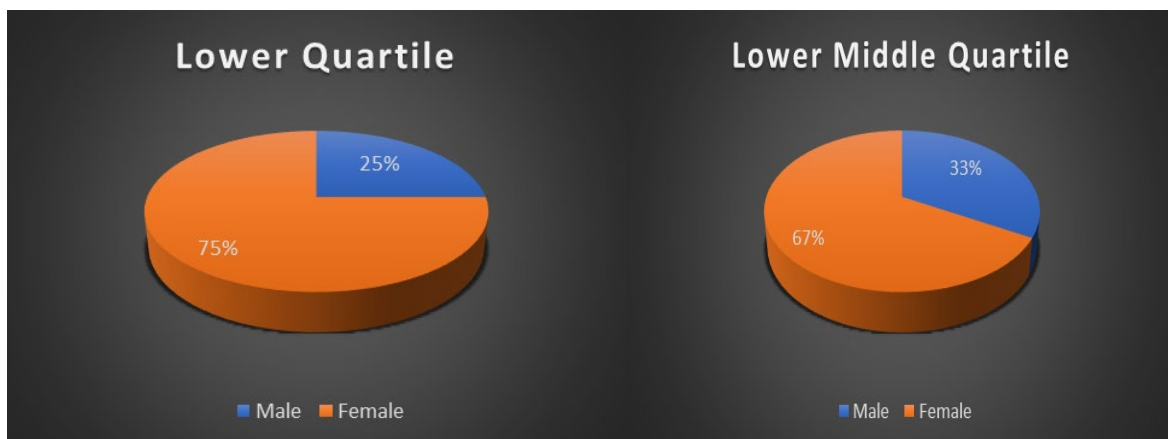
Category	As at March 2022	As at March 2023
Median Gender Pay Gap	24% in favour of men	20% in favour of men
Mean Gender Pay Gap	14% in favour of men	6% in favour of men

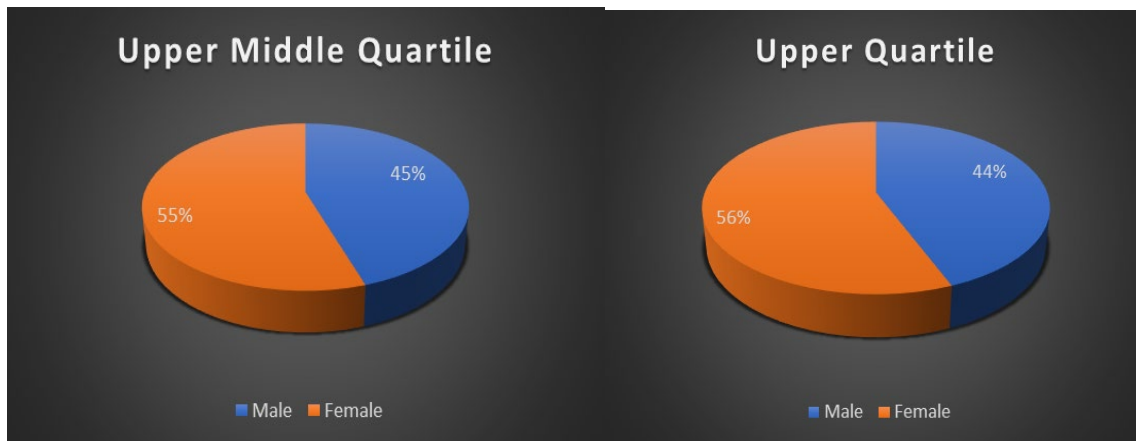
There has seen a decrease of 4% of Median Gender Pay Gap in favour of Men with Mean Gender Pay Gap also reducing by 8% in favour of men.

This can be attributed to the increase of pay award of staff on lower pay bands who are predominantly women.

QUARTILES

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





From previous year reporting the following quartiles have changes as follows: -

- Lower Quartile – Increase of Females by 3%
- Lower Middle Quartile – Remained Same
- Upper Middle Quartile – Increase of Females by 3%
- Upper Quartile – Increase of Females by 1%

The main reasons for the College's current gender pay gap changes 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;

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