

Weymouth College Gender Pay gap report for 2019

As an employer with over 250 employees Weymouth College is required to publish a Gender Pay Gap report on our website and on the Governments' online service: <https://gender-pay-gap.service.gov.uk/Viewing/search-results> by 30 March 2020. The period covered by the report is of a snapshot of the data taken on 31 March 2019.

The six metrics required by the legislation are as follows:-

- 1) the difference in the mean pay of full-pay men and women, expressed as a percentage;
- 2) the difference in the median pay of full-pay men and women, expressed as a percentage;
- 3) the difference in mean bonus pay of men and women, expressed as a percentage;
- 4) the difference in median bonus pay of men and women, expressed as a percentage;
- 5) the proportion of men and women who received bonus pay; and
- 6) the proportion of full-pay men and women in each of four quartile pay bands.

The results for Weymouth College are as follows:-

- 1) Mean gender pay gap of 5.6%.
- 2) Median gender pay gap of 5.8%.
- 3) 0.0% as no bonus payments made.
- 4) 0.0% as no bonus payments made.
- 5) 0.0% as no bonus payments made.
- 6) Proportion of males and females in each quartile band:-

	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Male	27.6%	31.1%	38.7%	44.8%
Female	72.4%	68.9%	61.3%	55.2%

The national average for the mean gender pay gap is 17.3% (April 2019).

Currently the College pays females 5.6% lower on average than males. A large part of this gender pay gap can be explained by the large proportion of term time only positions that are undertaken by females. These roles are in quartile 1 and 2. Female employees represent 64% of the workforce and Males 36%.