

Weymouth College Gender Pay gap report for 2023-24

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 2024. The period covered by the report is of a snapshot of the data taken on 31 March 2023.

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 1.0%.
- 2) Median gender pay gap of 5.7%.
- 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 | 25.5% | 35.5% | 34.9% | 38.7% |
| Female | 74.5% | 64.5% | 65.1% | 61.3% |

Currently the College pays females 1.0% lower on average than males for the mean and 5.7% lower for the median. 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 66% of the workforce roles and Males 34%.