

## Croydon College gender pay gap reporting.

The Gender Pay Gap Regulations, which came into force in April 2017, require organisations with more than 250 employees to collect a snapshot of data about the average pay of men and women and to publish their statistics. The gender pay gap is the difference between women's and men's pay as a percentage of men's pay.

### Analysis

<b>Mean Gender Pay Gap</b>	9%	
<b>Median Gender Pay Gap</b>	9.6%	
<b>Mean Bonus Gender Pay Gap</b>	0%	
<b>Median Bonus Gender Pay Gap</b>	0%	
<b>Proportion of gender distribution per quartile</b>	Female %	Male %
<b>Lower Quartiles</b>	73.5	26.5
<b>Lower Middle Quartiles</b>	62.7	37.3
<b>Upper middle Quartiles</b>	68.7	31.3
<b>Upper Quartiles</b>	62.7	37.3

### Statement:

The mean average of a male employee's salary is 9% higher than the equivalent female employee. The median average of a male employee's salary is 9.6% higher than the equivalent female employee.

The College is not complacent about the pay gap reported in these figures and have considered ways in which to address the gap identified. Whilst it is clear there is a similar representation of female employees in all quartiles, where there is an above average number of women or men in a particular employment group steps will be considered when recruiting to these roles as to how to ensure a more even distribution in each group.

**For and behalf of Croydon College**

**Jo Bland**

**Director of HR**

**29 March 2018**