

***The College of Haringey,  
Enfield and North East  
London***

Gender Pay Gap Audit & Advice Report

July 2017

# 1. Executive summary

## Data

- Your median gender pay gap figure is 0%, meaning, in effect, that you do not have a gender pay gap when looking at the median average. Your mean gender pay gap is just 0.4%.
- Your median gender pay gap figure is therefore something to be proud of, compared with the UK national median average of 18.1% and the Education sector median average of 12.4% for full time employees.
- However, your gender bonus gap is -100% (so in favour of women).
- Your salary quartiles show that the distribution of women through your pay rates is broadly in line with the proportion of men and women you employ (38% and 62% respectively).

# 2. Your gender pay gap

## 2.1 Introduction

This section sets out what your reportable gender pay gap figures would be (for the dataset you have provided to us) if you were required to report the data now.

The dataset you provided covers 493 staff in total. 188 of these are male (38%) and 305 are female (62%).

Sections 6 and 7 of our report provide further, more detailed analysis, which can be used to review and, where appropriate, address the circumstances behind the gaps identified here.

## 2.2 National data

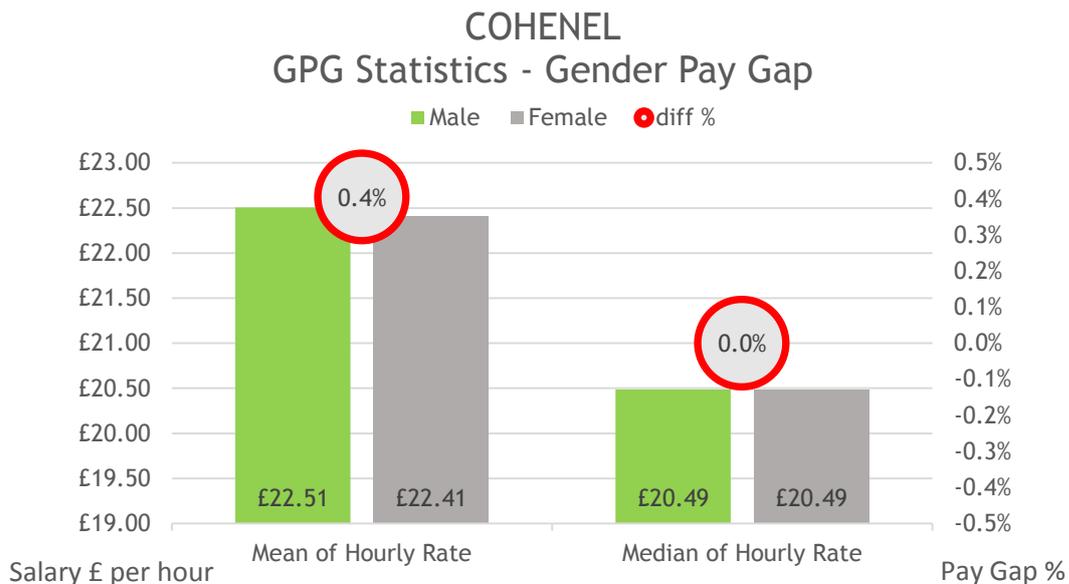
According to the Office of National Statistics Annual Survey of Hours and Earnings, the median gender pay gap in the UK has decreased from 22.5% in 2008 to 18.1% in 2016. This is an average figure and will of course vary significantly between business sectors.

There are many sources of analysis of gender pay gap statistics. In keeping with government sources, we have used a House of Commons briefing paper<sup>1</sup> (October 2016) which also provides the most recent analysis. The paper found median gaps as follows:

- Education sector: 12.4% for full-time employees
- Education sector: 26.7% for all employees

## 2.3 Your gender pay gap

Our analysis of the data provided to us by you for this report shows that, for your GPG relevant staff, there is currently a median gender pay gap in hourly pay of 0% on average, meaning that, in effect, you have no gender pay gap at all when viewed from the point of view of a median average, which is the main approach used in official statistics. Your mean average gender pay gap is 0.4%.



<sup>1</sup> House of Commons Library, BRIEFING PAPER number 7068, 26 October 2016

You are therefore entitled to be very pleased with your gender pay gap figures, given the national median average figures and the Education sector’s average figures. It is only your bonus figure (see below) which is less than excellent.

For the purposes of calculating your gender pay gap we have calculated this figure using the FTE equivalent salary data provided by you, and based on the following assumptions:

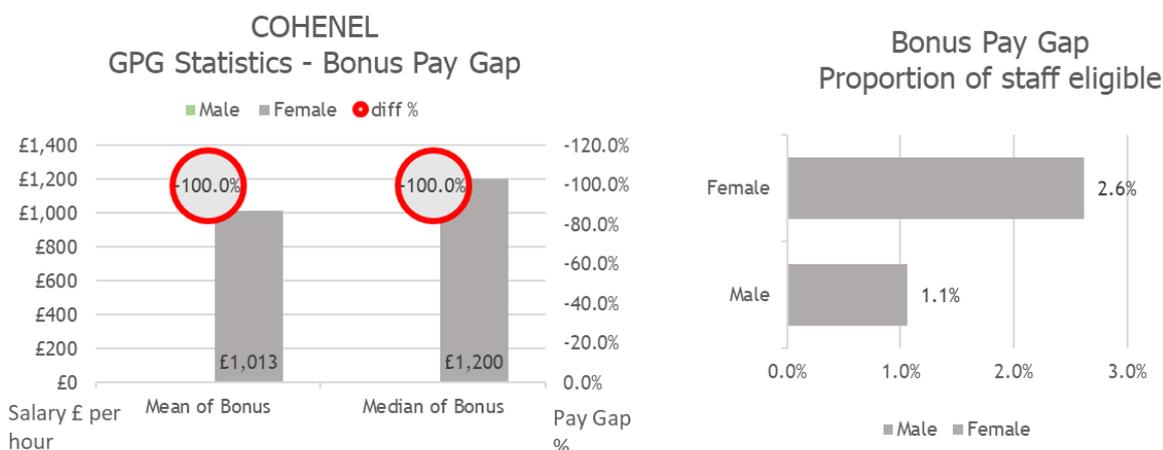
1. FTE salary assumes pay is made up to full pay for holiday entitlement, sickness payments, maternity pay, paternity.
2. Hourly rate assumes that the contractual pay is divided into twelve equal monthly instalments.
3. Allowances includes area allowances and first aid payments.
4. Salary sacrifice, expenses, or benefits in kind are not included (our assessment of these and other benefits is provided in sections 6 and 7).

## 2.4 Your bonus gender pay gap

Gender pay gap reporting also requires you to submit a figure for the difference in mean and median average bonus earnings. This figure should include only those who receive a bonus. You are also required to publish the proportion of each gender to receive a bonus.

You have told us that only your Sales Executives are eligible to receive a bonus. Your data shows that neither of your male sales executives has received a bonus this year, whilst three of the four females achieved a bonus. This means that your median bonus pay gap appears disproportionate.

This clearly illustrates how volatile incentive arrangements can appear when there is no underpinning commentary. The narrative you present around your incentive arrangements will help your readers understand the context and the intention behind them.



## 2.5 Salary quartiles

The final piece of reportable data is the number of men and women at each quartile in their pay distribution. This is intended to help employers consider where women are concentrated in the overall distribution of the organisation, and if there are any blockages to their progression.

As previously stated, the dataset you provided was 38% male, 62% female. With this in mind, the chart here shows that whilst you have a fairly consistent distribution of men and women through your salary quartiles.

We have provided further analysis of the distribution of staff in Section 6 of this report.

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## GPG Statistics - Proportion in each band

