



Capital  
City  
College  
Group

# Gender Pay Gap Report

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2021

# Introduction from the CEO

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Since we published our last Gender Pay Gap report, I am pleased to have seen a further decrease of 1.2% in our mean hourly pay gap and a reduction of 2.74% in our median hourly pay gap. I'm also pleased to note CCCG's median gender pay gap for all staff (5.75%) is significantly less than the national median gender pay gap for all staff of 15.4%<sup>1</sup>.

At Capital City College Group, we remain highly committed to reducing the gender pay gap and are encouraged by our continuing success. Our ambition is to be the leader in the FE Sector and the employer of choice. Therefore, whilst we are pleased we have reduced the gap, we will endeavour to keep the trend going.

I'm pleased to be working with a gender balanced Group Leadership Team and over this past year we have worked to support our colleagues by taking such measures as enhancing our existing family friendly policies. We will continue to support going forward with policies such as Hybrid Working, enhanced Shared Parental Leave and Menopause. Additionally, our Equality, Diversity and Inclusion Objectives are firmly set to ensure we constantly review how we can improve our ways of working and that all our employees feel valued and supported.

We have much to be proud of as an organisation and are committed to eliminating any areas of unfairness where they may arise.



**Roy O'Shaughnessy**  
Chief Executive, Capital City College Group

# Overview of Gender Pay Gap

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- What is Gender Pay Gap (GPG) and what is it not?
  - As per the Government Equalities Office, GPG gap is an equality measure that shows the difference in average earnings between men and women. The gender pay gap does not show differences in pay for comparable jobs. Legally, women and men must receive equal pay for the same or broadly similar work; work rated as equivalent under a job evaluation scheme or work of equal value.
- The required snapshot date of 31 March 2021 was used for salary and the financial year of 2020/21 for the bonus.
- This is for reason for the UK Gender Pay Gap, according to the CIPD, are 'complex and interrelated, including economic, cultural, societal and educational factors'. These can include issues such as
  - A lack of flexible working options
  - Women being the main providers of unpaid caring responsibilities
  - Women are more likely to have taken breaks from work that have affected their career progression.
  - Women are more likely to be in front-line roles at the lower end of the pay scale.
  - Men being more prevalent in senior leader roles
- We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We continue to monitor our progress and specifically review the number of men and women:
  - applying for jobs and being recruited;
  - applying for and getting promotions;
  - leaving our organisation and their reasons for leaving;
  - in each role and pay band;
  - working flexibly and their level within our organisation.
- We are pleased the GPG has continually decreased and will continue to support the career development and support of our women colleagues.

# CCCG Gender Pay Gap – Key Metrics

Metric	31 March 2020	31 March 2021
Mean Gender Pay Gap	7.93%	6.71%
Median Gender Pay Gap	8.49%	5.75%
Mean Gender Bonus Gap*	44.3%	46%
Median Gender Bonus Gap*	33.3%	58.2%
% of men receiving a bonus*	1.54%	0.16%
% of women receiving a bonus*	1.09%	0.3%

# Pay Split by Quartiles and Gender

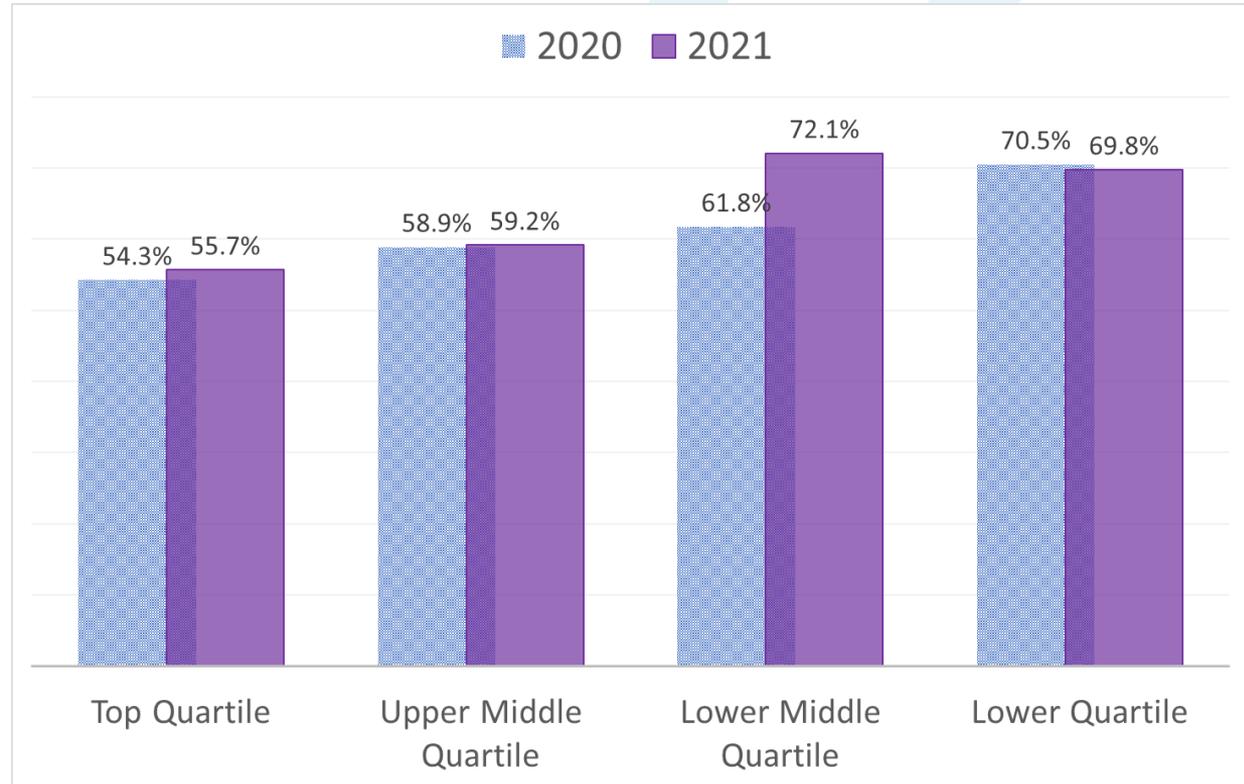
This graph splits total pay into four quartiles. Women form the majority across all four quartiles, but the proportion of women is highest in the lower middle quartile.



# Trend – Percent of Women by Pay Quartile

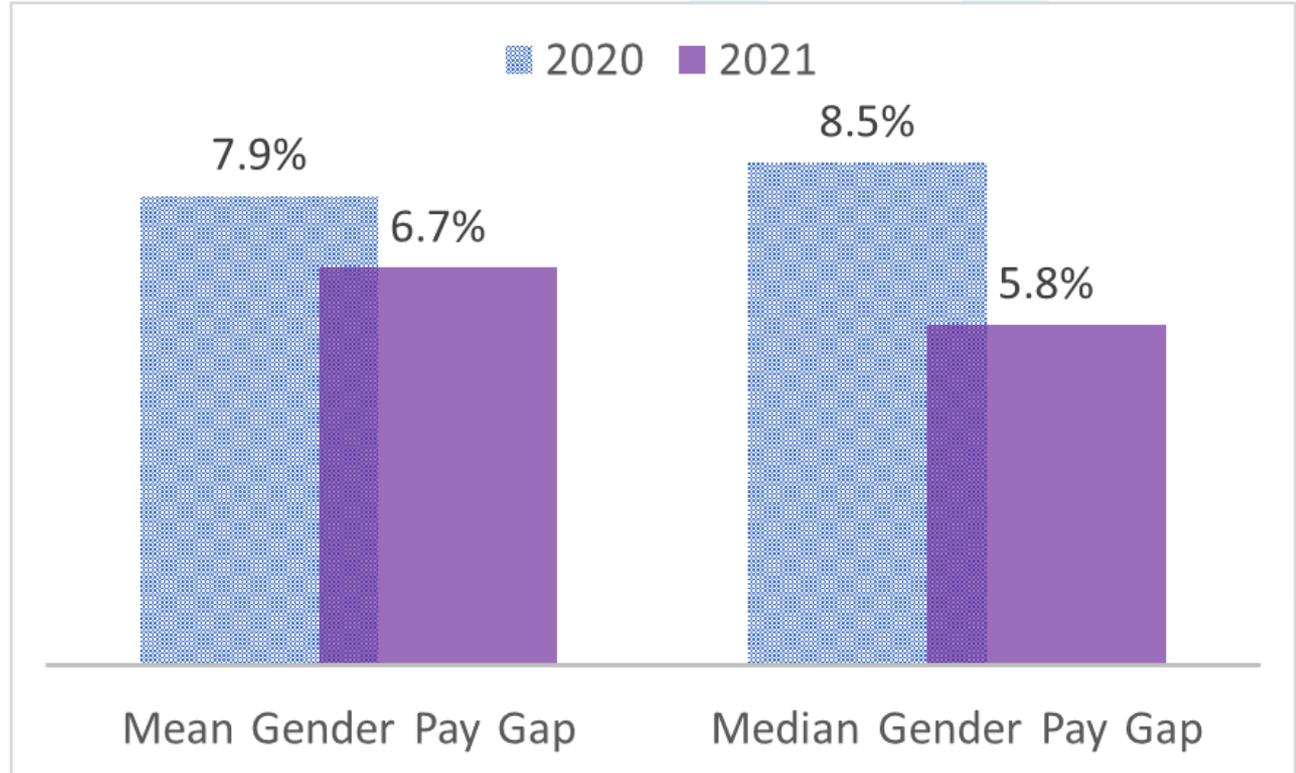
This graph divides staff pay amounts into four quartiles and presents the percentage of women within each of these quartiles.

There has been a considerable increase in the lower middle quartile and small increases in the upper middle and top quartiles with a minor decrease in the percentage of women making up the lower quartile of pay.



# Trend Analysis – Gender Pay Gap

CCCG's gender pay gap has continued to reduce. The mean gap has decreased from 7.9% to 6.7%. The median gender pay gap has reduced from 8.5% to 5.8%.





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