



**Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing the pay gap between male and female employees.**

This report is based on payroll and gender information for the snapshot date of 31 March 2021.

The Gender Pay Gap is the difference between the gross hourly earnings for all men and the gross hourly earnings for all women. It should not be confused with Equal Pay, which relates to any difference in individual pay between women and men within specific jobs.

We know that our gender pay gap is largely caused by our workforce profile and that we continue to have more women than men in entry level positions for many reasons.

**The calculations for Coleg Cambria are as follows:**

## **GENDER PAY GAP REPORT 2021**

### **Mean Gender Pay Gap**

**8.1%**

**(2020 - 6.3%)**

The mean (average) is calculated by adding up the gross hourly earnings of male and female employees as separate groups and dividing the figure by the number of employees in each group. The difference between the two numbers is then expressed as a percentage.

### **Median Gender Pay Gap**

**16.3%**

**(2020 - 11.2%)**

The median is calculated by identifying the middle value of all male employee salaries and the middle value of all the female employee salaries which gives the median figure for males and females. The difference between the two amounts is then expressed as a percentage.

### **Employees Receiving Bonus Pay**

**0%**

**The proportion of males/females in each quartile is as follows:**

Gender	Quartile			
	Lower	Lower Middle	Upper Middle	Upper
Male	28%	35%	43%	47%
Female	72%	65%	57%	53%

To identify the Quartiles the hourly pay for both men and women is arranged from the lowest to the highest, divided into 4 and the number of men and women falling into each quartile is then calculated.

The College recognises that whilst there has been an increase in the gender pay gap since the last reporting period, it has over twice the number of female to male employees in lower banded roles and this number has increased in the last year.

Coleg Cambria's pay approach supports the fair treatment, reward and recognition of all our colleagues irrespective of gender. The College operates structured pay spines, most of which are agreed through national negotiation mechanisms, and is a Living Wage employer. Pay is based on the skills, experience and responsibility required for each job role, regardless of gender.

We will continue to work toward a more diverse and inclusive workforce and by looking at the causes of the gender pay gap will consider initiatives which might help close the gap.

These figures have been submitted to the Government Equalities Office.