



## GENDER PAY GAP 2018

### Obligations

The Equality Act 2010 (Gender Pay Gap Information) 2017 requires employers with 250 or more employees to publish the following information annually to show any pay gap between their male and female employees.

As an employer with more than 250 employees, The Windsor Forest Colleges Group (TWFCG) is required to publish its data findings annually based on a reference date of 31 March. All reporting employers are required to undertake work to narrow any identified gaps. The cycle will then continue year on year going forward with a requirement to maintain the data on our website for 3 years to show that progress is being made in narrowing the gap.

TWFCG fulfilled its obligations in publishing its Gender Pay Gap report for 2017 and this is the report for 2018.

At the time of the report in 2017, The Windsor Forest College's Group had not formed and the gender pay gap data was based on East Berkshire College solely, which had over 250 employees at the snapshot date.

### The Windsor Forest College's Group Data

TWFCG came into being at point of merger between East Berkshire College and Strode's College in May 2017. The data below represents the gender pay snapshot date as at 31 March 2018 in respect of employees in receipt of pay during the month of March.

- The mean gender pay gap for The Windsor Forest Colleges Group is 1.1%. In 2017, our mean pay gap was 1.2%.
- The median gender pay gap for The Windsor Forest Colleges Group is 0%, which in 2017 was 5.3%.

**Therefore, TWFCG is reporting that the gender pay gap was already minimal and has narrowed further.**

*As part of the mandatory reporting process, employers are required to publish the gender pay gap within their bonuses.*

- The mean gender bonus gap for The Windsor Forest Colleges Group is 32.4%. This is based on a very small number of bonuses in the 12 months to 'snapshot date' of 31 March 2018.
- The median gender bonus gap for The Windsor Forest Colleges Group is 0%.
- The proportion of male employees in The Windsor Forest Colleges Group receiving a bonus is 0.4% and the proportion of female employees receiving a bonus is 0.6%. This compares with 0.6% male and 0.3% female in 2017.

We are required to show the data in quartiles and for TWFCG, the data is based on the 509 who were employed in March 2018, therefore the upper; upper and lower middle quartiles each have 127 employees and there are 128 employees in the lower quartile. TWFCG's workforce is 65% female and 35% male.

### Pay quartiles by gender

BAND	MALE	FEMALE	DESCRIPTION
Lower quartile	35.2%	64.8%	The lower quartile includes the following staff: apprentices; estates staff; learning support assistants; administration staff; receptionists
Lower middle quartile	35.4%	64.6%	The lower middle quartile includes the following staff: Library staff; marketing; assessors; lecturers
Upper middle quartile	35.4%	64.6%	The upper middle quartile includes the following staff: lecturers; administration managers; IT; assessors
Upper quartile	40.2%	59.8%	The upper quartile includes the following staff: lecturers; curriculum middle managers; department heads; senior management and senior post holders.

### Commentary

The upper quartile shows an equal picture as more women are in senior roles within The Windsor Forest Colleges Group. The other three quartiles reflect our workforce profile, which is typical in the sector. TWFCG do not have a significant gender pay gap compared to available benchmarks. We conclude that the College's employee recruitment, retention and progression policies and practices are operating largely effectively. The College is committed to being a fair and inclusive organisation and to reducing its gender pay gap. We will continue to review and seek to improve further by reflecting our positive commitment on our careers website, in our recruitment practices and through employee engagement policies and frameworks as these are updated.