



# Gender Pay Reporting Statement

## Context

From April 2017, all organisations that employ over 250 employees are required to report their gender pay gap data annually, showing the differences in the average earnings of men and women over a standard time period, regardless of their role seniority. The statistics used in this document show the profile of the workforce at Harlow College as of 31st March 2017.

We have adopted an approach to Staff Pay that ensures the fair treatment and reward of staff, irrespective of their gender.

In terms of our gender profile, the workforce consists of significantly more women than men (63% women and 37% men). This is a typical profile in many Further Education Colleges. Our gender pay results should therefore be considered in the context of this distribution, as the predominance of women to men has a significant influence on our overall gender pay gaps.

## Our Pay Structure

Historically Harlow College has used the pay scales recommended by the Association of Colleges, which consists of a single spinal structure, divided into grades.

## Our commitment and aims on pay equality

The College is committed to addressing workplace barriers to equality and providing all employees with equality of opportunity. Prior to this legislation coming into force, the College examined its pay structure and has actively looked at what measures it can take to narrow its gender pay gap

as much as possible. We are pleased to see that this has resulted in a relatively low mean pay gap, but we recognise that there is further work to be done to reduce the gender pay gap.

The College has a higher proportion of women in the Upper Middle, Lower Middle and Lower Quartiles and we are pleased to be able to say that Harlow College's pay gap compares favourably with that of other organisations in the sector and the UK.

According to the Annual Survey of Hours and Earnings (source: Office of National Statistics), in which the gender pay gap is calculated as the difference between average hourly earnings of men and women as a proportion of average hourly earnings of men's earnings, the pay gap for all employees is recorded as 18.4% in 2017.

It is important to note that a contributing factor in this profile is that many of our roles are undertaken on a flexible work basis. Different work arrangements include, term time working, condensed hours, fractional hours, different daily hours or working patterns.

## Eradicating the Gender Pay Gap

Whilst we are pleased with what the figures show, the College is not complacent. We intend to continue to actively monitor pay and to take any targeted action where necessary and appropriate. We will also review our recruitment process, with a focus on how to attract women into any male dominated roles in the College, such as Engineering and Construction.

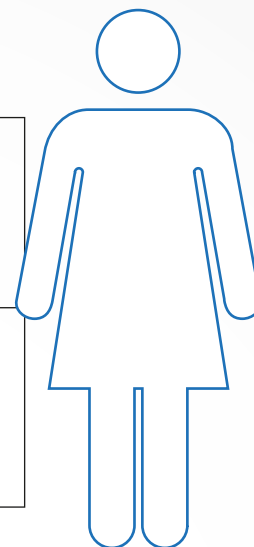
## ***Sally Appleby***

Executive Director of HR Services  
For Harlow Further Education College

# Statement on the Gender Pay Gap in Harlow College as of 31st March 2017

## Hourly Rate of Pay

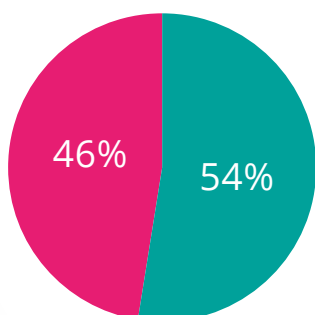
Women's hourly pay rate is:	Mean Average	Median Middle
<b>Gender Pay gap</b>	4.6% Lower	13.6% Lower



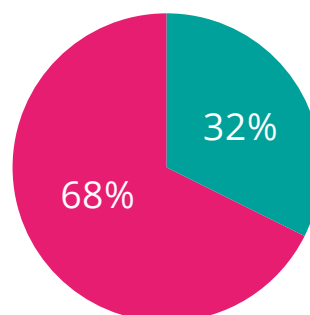
## Pay Quartiles

How many men and women are in each quarter of the employer's payroll?

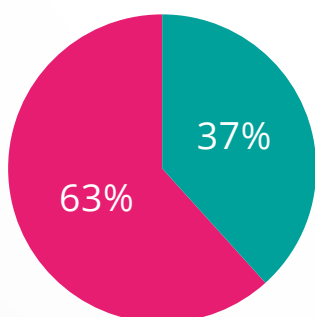
### Upper Quartile



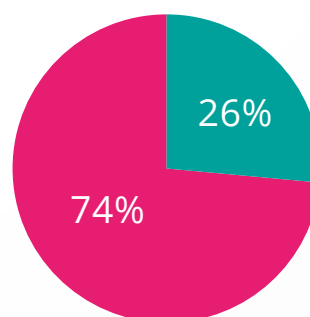
### Upper Middle Quartile



### Lower Middle Quartile



### Lower Quartile



Men  Women 

## Bonus Pay

In the relevant pay period, the College did not pay a bonus. The proportion of women and men who were paid bonus pay was therefore 0% for both. Accordingly, there is no mean or median difference in bonus pay to report.