

Gender Pay Gap Reporting

Why

Aside from complying with legislation on gender pay gap reporting for legal entities with more than 250 employees **fairness, inclusion and equal opportunity** are at the heart of our values thus gathering and reporting on gender pay gap information and making it transparent demonstrates our commitment to establish our own benchmark and to see where action to close the gender pay gap is most needed.

Mandatory Data

Based on the requisite snapshot of **March 31st, 2017** the following data is reported on:

- Our mean gender pay gap (full-pay relevant employees)
- Our median gender pay gap (full-pay relevant employees)
- Our mean bonus gender pay gap (relevant employees)
- Our median bonus gender pay gap (relevant employees)
- Our proportion of males receiving a bonus payment (relevant employees)
- Our proportion of females receiving a bonus payment (relevant employees)
- Our proportion of males and females in each quartile pay band (full-pay relevant employees)

Who

We are reporting on full-pay relevant employees and relevant employees from the three colleges, Rotherham College, North Notts College and Dearne Valley College.

Full-pay relevant employee: A relevant employee who is NOT during the relevant pay period (01 - 31 March 2017) being paid at a reduced rate or nil as a result of being on a reduced pay absence such as SMP or SSP

Relevant employee: A person employed on the snapshot date

Our Gender Pay Gap Data

On the snapshot date our workforce gender demographic consisted of 354 men and 736 women.

The data shows our gender pay gap, based on median hourly salary, is **18.89% lower salary** for women across the combined colleges.

| | Women's earnings are: |
|-------------------------------------|-----------------------|
| Mean gender pay gap in hourly pay | 13.68% lower |
| Median gender pay gap in hourly pay | 18.89% lower |
| Difference in mean bonus payments | 0% higher** |
| Difference in median bonus payments | 0% higher** |

**No bonuses paid

