



**Croydon College**  
**Gender Pay Gap Report**  
**March 2021**

**Based on snapshot data as at 31 March 2020**

## 1. Introduction

The data is based on a snapshot date of 31 March 2020. It is calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap is the percentage gap in the average (mean) and middle values (median) of salaries of males and females based on standard hourly rates of pay.

Pay quartiles represents the proportion of male and female employees in each of four pay bands:

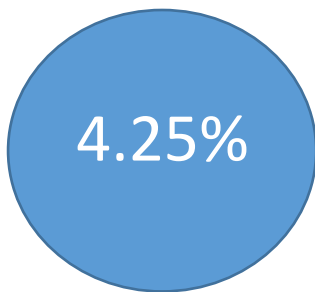
- Lower Quartile
- Lower Middle
- Upper Middle
- Upper Quartile

There were no bonus payments recorded in this period so there is not any data to report on the bonus pay gap.

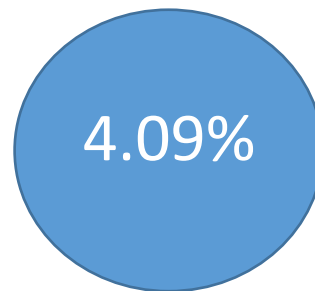
Last year, the mean gender pay gap was 5.34% and median 9.37%. The College is pleased to report an improvement in the gender pay gap this year. More work is required to understand the reasons behind the gender pay gap improvement from March 2019 data to March 2020 data and how we can use this information to ensure we continue to work to close the gap.

## 2. The Data

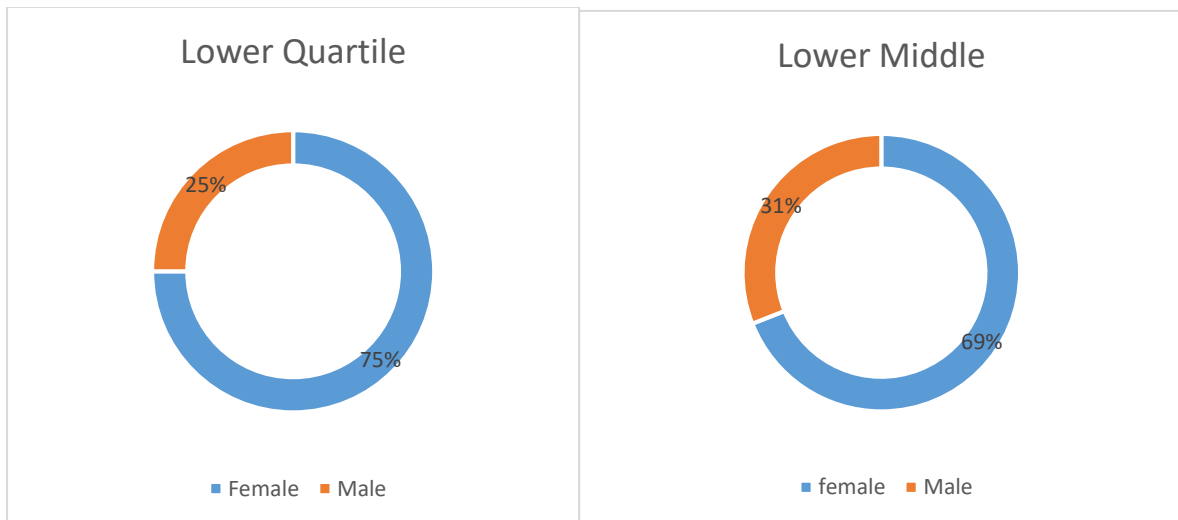
### Mean Gender Pay Gap

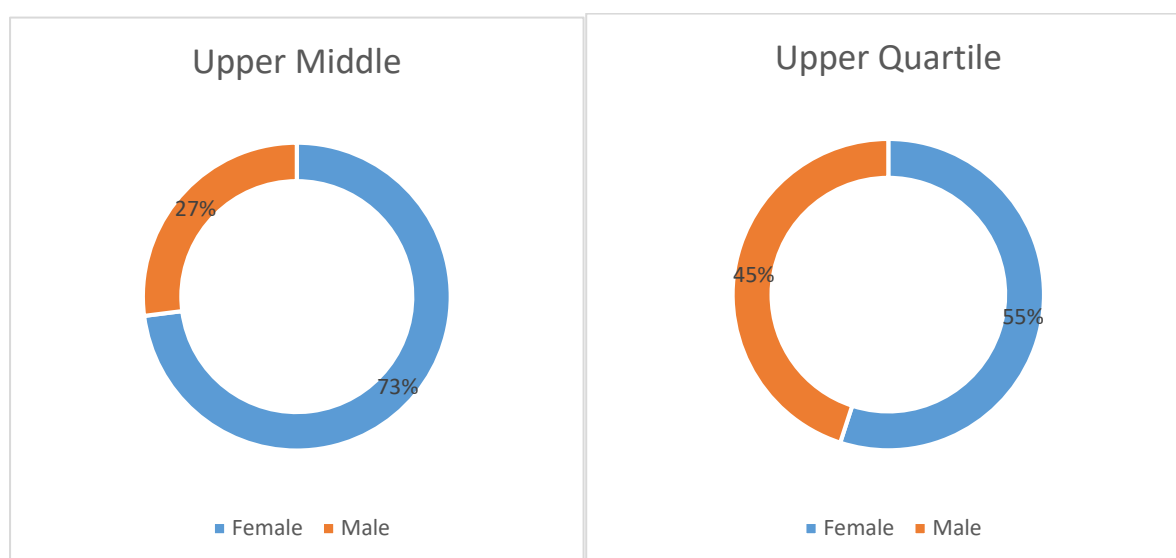


### Median Gender Pay Gap



### Pay Quartiles





The mean gender pay gap of 4.25% is a positive position for the College, especially when benchmarked to the FE sector, which is around 9.7% in favour of male worker. This is an improvement from the mean gender pay gap of 5.34% last year. There is also significant improvement in the median pay gap, which has reduced from 9.37% to 4.09%. There is still concern regarding the pay quartiles, where there is a significant percentage of female workers (75%) in the lowest pay quartile, whilst female workers represent 55% of the upper pay quartile. Based on the data from last year there is a slight improvement in the percentage at the lower quartile, moving from 79% to 75% representation of female workers. There also appears to be a shift of more representation at the lower middle quartile (moving from 61% to 69%), which suggest some movement from the lower pay quartile to this next pay quartile. There has also been an increase representation at upper middle quartile moving from 67% to 73%. However, there is concern that there is a significant gender balance shift in the upper pay quartile. Last year this was 61% female representation, and this has decreased slightly to 55%

Further work is needed as part of the HR Strategy and Equality Action plan to address this.

### 3. Future Focus

Whilst we're pleased with our relatively low gender pay gap of 4.25%, and that our trend is moving towards closing the gender pay gap. However, we know we can strengthen our approach and we will ensure focus on the representation in the upper pay quartiles. In addition, further work is needed on the analysis of equality data, so we can understand which roles, areas and levels are contributing to our gender pay gap so we can focus our efforts in the areas that will have the most significant impact. Our HR Strategy (People, Culture and Inclusion) is newly developed, and we have committed to robust analysis of equality data and an action plan which will address the key areas focus and targeted interventions. We will continue to monitor the gender pay gap which will be presented to Executive Meetings, Finance & Resources Committee and the Board on an annual basis. The reports will be publicly available on our website.