

Gender Pay Gap Reporting

Lambeth College supports and promotes fair and equitable treatment for all staff irrespective of gender. The College uses pay scales and grading system according to job roles, following the Association of Colleges guideline for 78% of staff are on grades and 12% on a spot salary.

The College is required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 by 30 March 2018.

The date in which the data is extracted is known as the 'snapshot date'; this is 31 March 2017 (public sector employers).

Analysis:

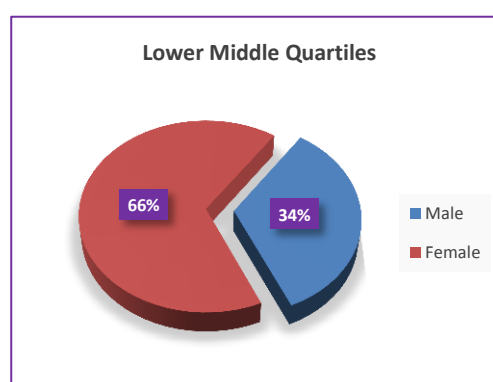
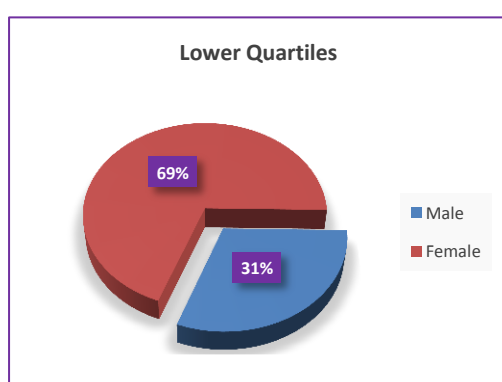
For the College the following applies:

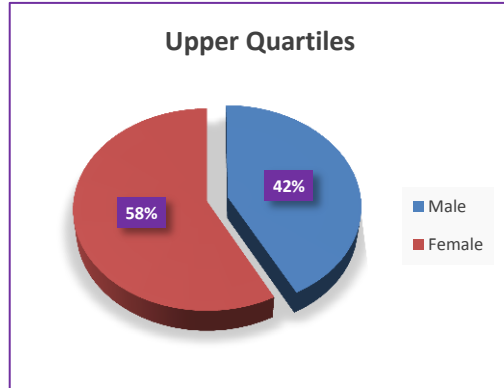
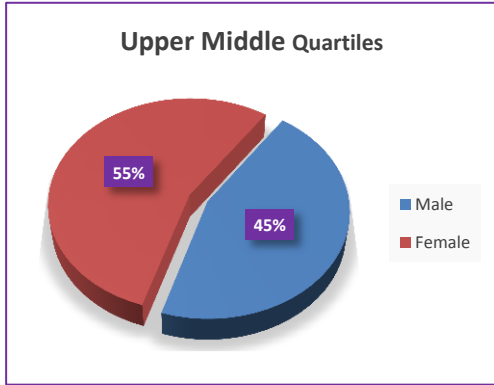
Mean Gender Pay Gap	7.4%
Median Gender Pay Gap	13.7%
Mean Bonus Gender Pay Gap	0.0%
Median Bonus Gender Pay Gap	0.0%

The mean average of a male employee's salary is 7.4% higher than the equivalent female employee. The following points are of relevance to this data: The average hourly rate for a female employee is £18.10 and for a male employee is £19.50.

The proportions of gender distribution per quartile are as follows:

Quartiles	Male	Female
Lower Quartiles	30.5	69.5
Lower Middle Quartiles	33.7	66.3
Upper Middle Quartiles	45.2	54.8
Upper Quartiles	42.3	57.7





Whilst it is clear there is a fair representation of female employees in all quartiles, there are possible differences in where they might be on salary scales; in addition, there are more men on higher spot salaries. It is clear that in terms of mitigation, more women in senior roles will start to close the gender pay gap.

For and behalf of Lambeth College

Michael Pichamuthu

Executive Director of People and Corporate Resources