

Introduction

Lambeth College (LC) is committed to promoting equality of opportunity for its staff. Our strategic aim is to create an environment which attracts and fosters the very best staff, and within which all staff feel their achievements are equally and fairly valued and rewarded.

Since 2017 we have seen our gender pay gap reduce from 7.4% (mean) in 2018 to today's levels of 0.1% (mean) and 13.7% (median) down to 7.7% (median) which is significantly lower than the average higher education sector (16.1% and 15%), further education sector (14.4% and 11.6%) and the UK as a whole (17.1% and 17.9%).

Lambeth College has had fluctuation in their workforce since 2017, particularly in senior management; this may have affected the result of our gender pay gap reporting.

LC has a higher number of female workforce in terms of gender: 62.7% of our staff are female, which includes senior post holder and 37.3% male. However, the College does not have a remuneration policy that supports the payment of bonuses.

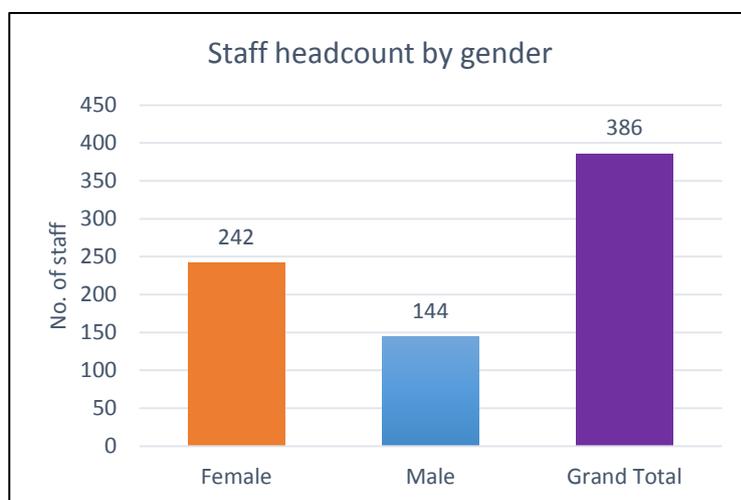
Read Lambeth College's 2019 Gender Pay Gap report to see our aims, challenges and plans.

The Data

This data is based on a snapshot date of 31 March 2018. It is calculated using the standard methodologies set out in the Government Equalities Office (Managing Gender Pay Gap Reporting) Feb 2019.

LC Gender Pay Gap

This is the percentage gap in the average (mean) and middle values (median) of salaries, including bonus payments, of men and women based on standard hourly rates of pay. The graph below shows the number of male, female and total employees included in the snapshot.



Mean gender pay gap 0.1%

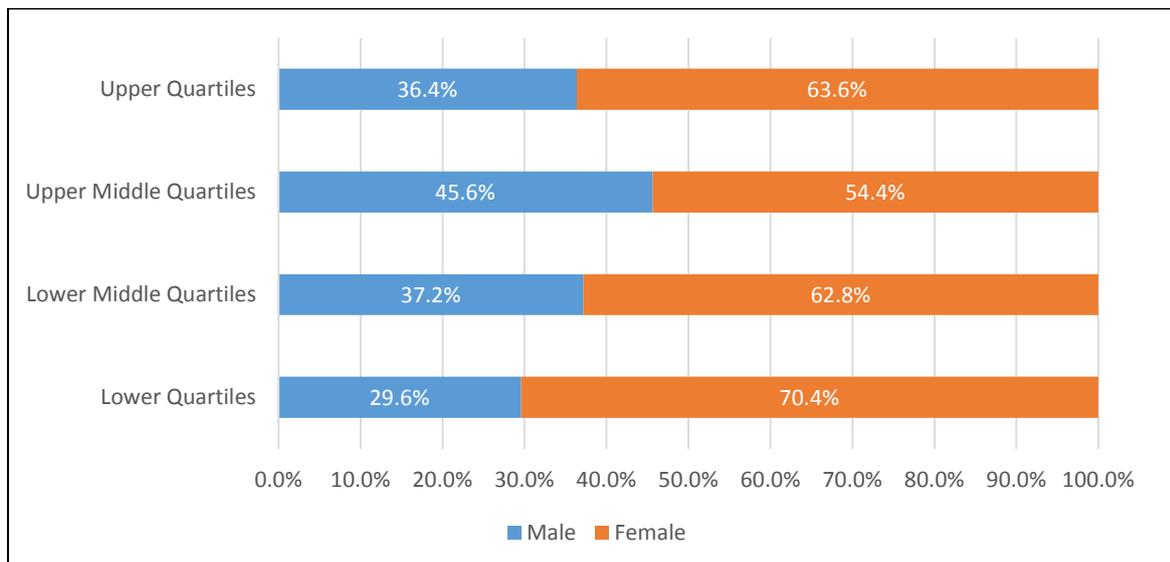
Median gender pay gap 7.7%

LC has a higher number of female workforce in terms of gender: 62.7% of our staff are female and 37.3% male. However, the College does not have a remuneration policy that supports the payment of bonuses.

	Mean gender bonus gap (%)	Median gender bonus gap (£)
<i>LC Snapshot 2017</i>	<i>n/a</i>	<i>n/a</i>
LC Snapshot 2018	n/a	n/a

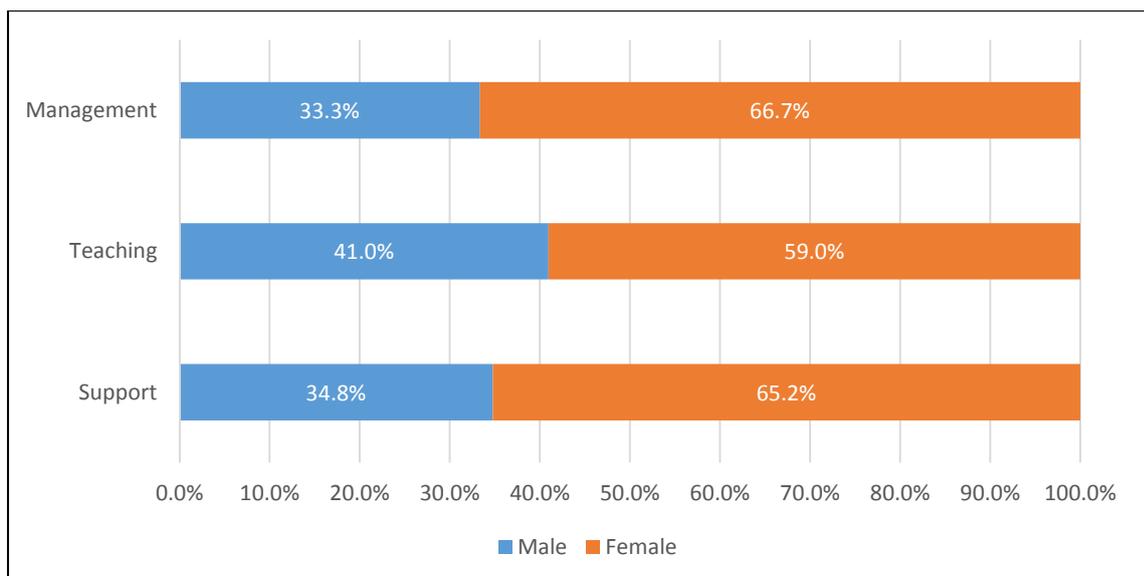
LC Pay Quartiles

This is the proportion of male and female employees (386) in each of the four quartiles, where the Lower Quartile represents the lowest salaries and Upper Quartile represents the highest salaries.



LC Horizontal Segregation

Horizontal segregation are not a mandatory requirement but they provide greater context to the pay gap information detailed above. Horizontal segregation can be broadly defined as the concentration of men and women in different kinds of jobs. The data below shows the gender split across the different sections of the organisation.



What we have achieved so far

Since 2017, we have undertaken regular pay audits

The mean gender pay gap has reduced from 7.4% to 0.1% and median reduced from 13.7% to 7.7%. The results have shown both an improving situation and one that compares favourably against the further education, higher education sector and UK as a whole.

We are continuing to work with LSBU on improving the recruitment and retention of staff throughout the employment life cycle. This has been through a variety of means, which includes a more focussed induction, more CPD opportunities, access to LSBU courses and a focus on safety & wellbeing. In 2018, there was also a pay award made based on the AOC recommendation.

Our Actions going forward

We believe we can build on the sound structures we have in place to continue to reduce and ultimately eliminate the gender pay gap

One of the main issues affecting the pay gap is women being disproportionately represented in the lowest pay quartile.

We will continue to work with LSBU on initiatives to support women in lower pay grades including in consideration of development opportunities, better support facilities (e.g. nursery affordability) and internal progression mapping. LC has recently become a London Living Wage Employer and this will underpin our progress since it will disproportionately benefit the higher female contingent in the lower quartile and work towards further reducing the gap.