

Doncaster College Gender Pay Gap Report 2017

The Government introduced an annual requirement for all organisations with over 250 employees to publish data in relation to gender and pay. As well as complying with our legal responsibilities this work will also help inform our equality and diversity strategy going forward. The reference point for this data is known as the 'snap-shot' date and for public bodies such as Doncaster College is 31st March 2017.

On 1st November 2017 Doncaster College merged with North Lindsey College to create the DN Colleges Group. Going forward next year we will report together however the snap shot date for the production of this data required by law was before the merger and so our report this year focuses solely on Doncaster College.

In accordance with the ACAS guide on managing gender pay we have produced the set of data below. The data takes into account mean and median data. The mean pay gap is the difference between the average earnings of men and women. The median picks out the difference between the hourly pay of the median (or middle) male and female employee. For general context and information below please also find the 2017 national data from the Office for National Statistics.

2017 National Data from ONS	Mean	Median
Pay Gap	17.40%	18.40%

Doncaster College's snap shot data on 31st March 2017		
	Mean	Median
Pay Gap	7.51%	18.32%
Bonus gap	-65.44%	-200.00%

Doncaster College bonus data applies to only 14 staff who were part of a bonus scheme (8 female and 6 male). More women received a bonus but this equates to 1.94% of the total number of women employed by the college during the reference period compared to 2.73% of men. This is reflective of the larger number of women employed at the college; the college has an overall make up of 65.24% female and 34.76% male staff.

The below table is reflective of how pay is split in each quartile. It is in the lower quartile that the college has a much higher representation of women than the college average and which is most affecting the overall median. This quartile includes many support roles such as Learning Support Assistants, Food Technicians and Nursery Support Assistants. These roles have traditionally attracted more women, possibly due to the potential for flexible nature of the work which is undertaken largely on a part time and term time basis.



Pay Quartiles			
Lower quartile	F	111	76.03%
	M	35	23.97%
Lower middle quartile	F	96	65.75%
	M	50	34.25%
Upper middle quartile	F	87	59.59%
	M	59	40.41%
Top quartile	F	90	61.64%
	M	56	38.36%

We will continue to monitor pay and reward at Doncaster College, including gender pay and equal pay, on a regular and on-going basis so that all employees are treated fairly, irrespective of their gender and in accordance with our values and commitment to Equality & Diversity.

Anne Tyrrell
Chief Executive
March 2018