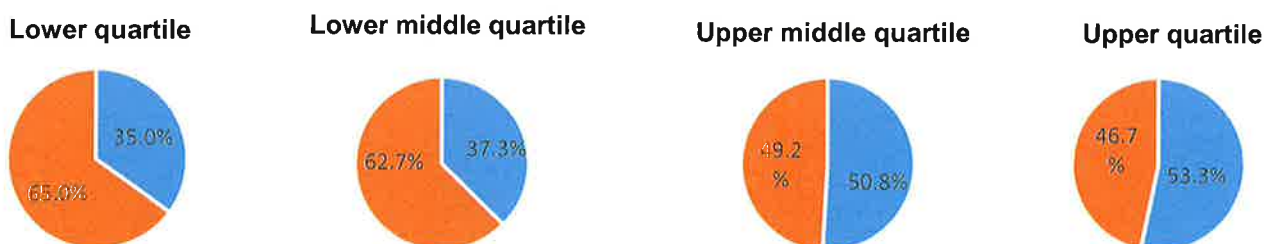


Leyton Sixth Form College Gender Pay Gap Report 2018

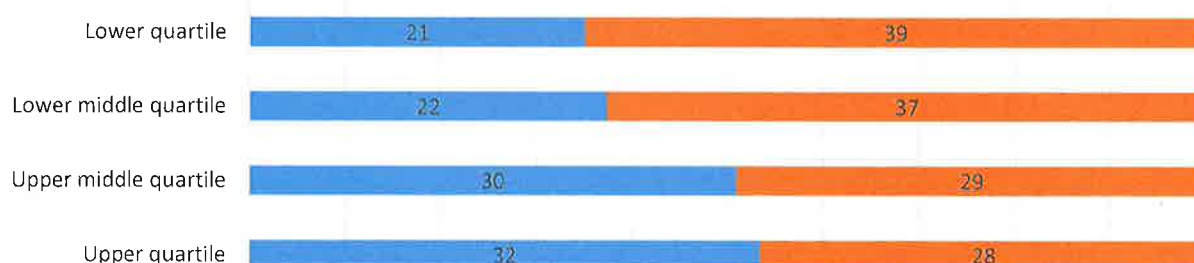
Organisations with 250 or more employees are required by law to publish specific figures showing the pay gap between male and female employees. The information in this report is based on the College's workforce as at 31st March 2018.

	Women's earnings are:
Mean gender pay gap in hourly pay	9.7% lower
Median gender pay gap in hourly pay	14.8% lower
Difference in mean bonus payments	7.1% lower
Difference in median bonus payments	12.0%

Proportion of men and women in each pay quartile (%) ■ Women ■ Men



Number of men and women in each pay quartile ■ Women ■ Men



Proportion of men and women receiving a bonus payment



Our gender pay gap

At Leyton Sixth Form College we are committed to a pay policy which supports the fair treatment, reward and recognition of all staff irrespective of gender and all other protected characteristics in line with the Equality Act.

The College operates Teaching and Support Staff pay scales based on recommendations from the Sixth Form Colleges Association. Pay scales vary according to the level of responsibility for a role and each role is assigned a scale with a set pay range and spine points. Staff move through the pay scale based on performance based incremental increases and via application to promotion opportunities.

We collected gender pay gap calculation data on 31 March 2018 when our workforce consisted of 160 women and 128 men. The figures show that the College has a mean gender pay gap of 9.7% and a median gender pay gap of 14.8%. This is compared to a mean gender pay gap of 13.1% and a median gender pay gap of 18.9% in 2017. The reduction in gender pay gap is largely accountable to the appointment a female Principal and Chief Executive in place of a male.

The fact that the College has a higher percentage of females at the lower and middle quartiles continues to have an impact on our gender pay gap. We have however seen some progress in 2018 towards a more even distribution of male and females in the lower quartile with 65% female down from 72.1% in 2017. Percentages of males and females within the upper quartiles are more equal.

Bonuses are received annually by Support staff only and a fixed rate applies to all eligible staff, with part time staff receiving a pro rata amount. The difference in mean bonus payments can be explained by there being more part time support staff women than part time support staff men (17 part time females receiving a bonus compared to 5 part time males receiving a bonus).

Addressing the gender pay gap

The college is committed to continue to make efforts to address the Gender Pay Gap and will ensure that gender equality is a core part of our Single Equality Scheme. The college will also look into analysing other pay gaps in 2019 e.g ethnicity pay gap.

The College's Equality and Diversity working group will be agreeing specific actions which will likely include continued roll out of unconscious bias training for all staff, particularly those involved in the recruitment process, and further work with the Programme Manager- Professional Learning to create and promote development opportunities for staff in junior roles (lower and lower middle quartiles) looking to develop their careers and earning potential. We will also continue to actively encourage flexible working across the college in every role and at every level to ensure that our people have the opportunity to work in a way that works best for their career aspirations, College business needs and home life.



Gill Burbridge

Principal and Chief Executive