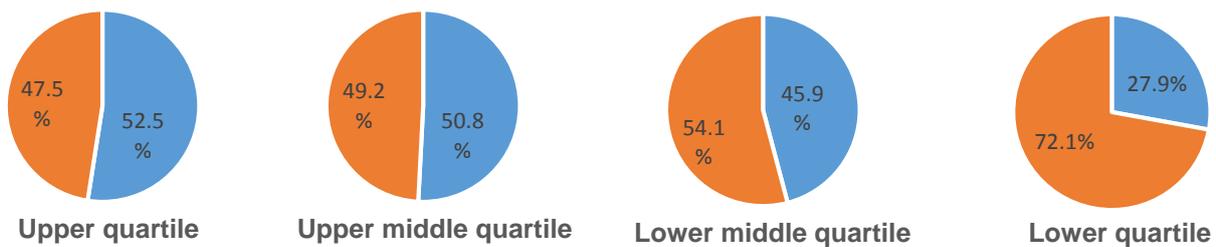


Leyton Sixth Form College Gender Pay Gap Report 2017

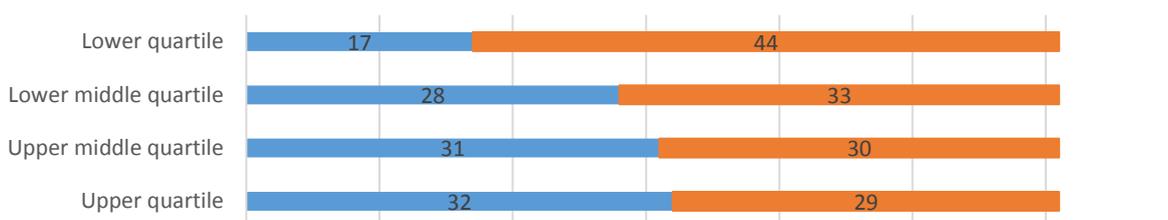
Organisations with 250 or more employees are required by law to publish specific figures showing the pay gap between male and female employees. The information in this report is based on the College's workforce as at 31st March 2017.

	Women's earnings are:
Mean gender pay gap in hourly pay	13.1% lower
Median gender pay gap in hourly pay	18.9% lower
Difference in mean bonus payments	9.0% lower
Difference in median bonus payments	0.0%

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 2017 when our workforce consisted of 163 women and 141 men. The figures show that the College has a mean gender pay gap of 13.1% and a median gender pay gap of 18.9%.

The fact that the College has a higher percentage of females at the lower and middle quartiles has an impact on our gender pay gap. These tend to be business support roles including Apprentices, Cleaners, Learning Support, Admissions and other support areas. Percentages of males and females within the upper quartiles are more equal.

If we were to have a female instead of a male Principal on the snapshot date, the overall mean gender pay gap would drop from to 13.1% to 10.7%. Similarly, based on how the gender pay gap is calculated, if the College were to employ more men in the lower pay quartiles, while keeping the overall number of staff constant, this would act to reduce the gender pay gap.

Bonuses are received annually by Support staff only and a fixed rate applies to all eligible staff. The difference in mean bonus payments can be explained by there being more part time support staff women than part time support staff men (27 out of a total of 39), and them receiving a pro rata entitlement to the annual bonus.

Addressing the gender pay gap

The college is committed to addressing the Gender Pay Gap and will ensure that gender equality is a core part of our Single Equality Scheme.

The College's Equality and Diversity working group will be agreeing specific actions which will likely include a review of our recruitment processes to ensure that we are addressing under-representation of males within certain roles, ensuring that all interviewers have undergone unconscious bias training and that women within Business Support roles have the opportunity and ability to progress their careers within the College through talent management and on-going personal development. 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.



Dawn Hamilton-Barrett

Vice Principal (Staffing, Resources & Infrastructure)