

## Gender Pay Gap Report

Gender Pay Gap reporting requires employers with 250 or more employees to publish statutory calculations each year showing the pay gap between male and female employees.

**Unequal Pay** – paying individual men and women differently for the same work / work of equal value – unlawful in the UK for over 45 years.

**Gender Pay Gap** – the percentage difference in average pay between men and women.

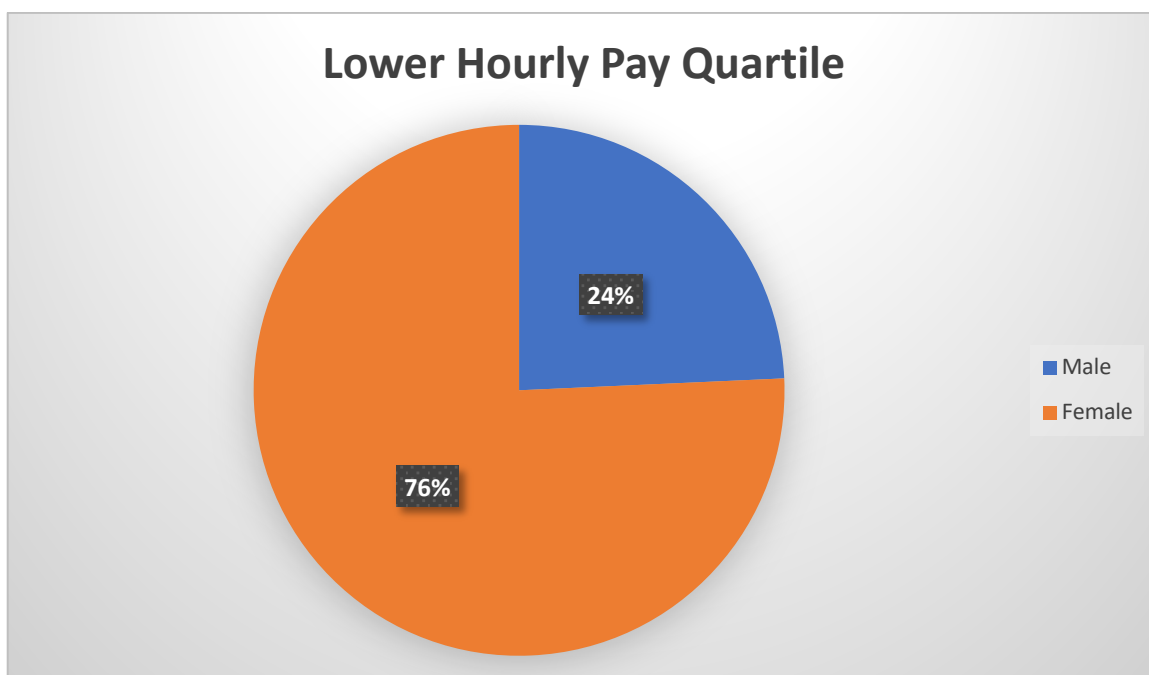
The information below has been presented in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The figures are based on employee data as at 31<sup>st</sup> March 2022. At this date, Abingdon and Witney College employed 559 staff eligible for this report, 393 (70.3%) of which were female and 166 (29.7%) were male.

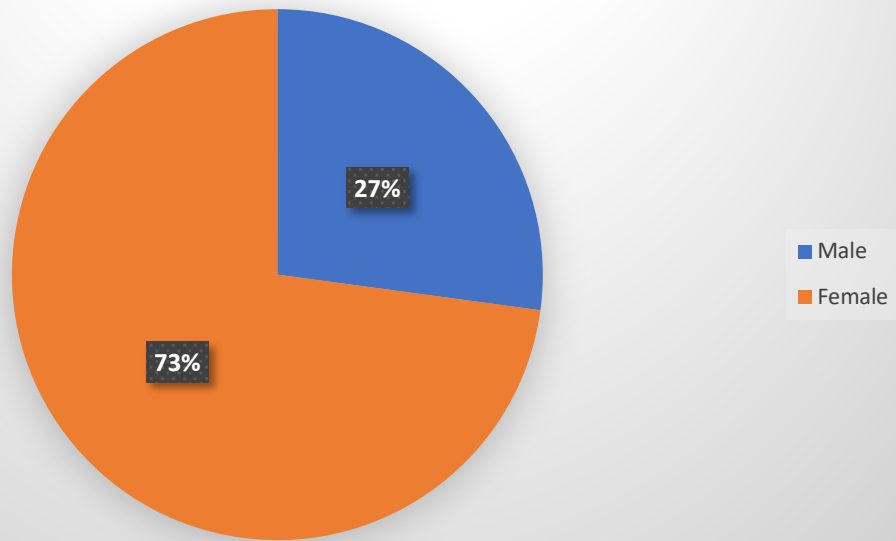
Mean Gender Pay Gap	Median Gender Pay Gap
Male: £16.57 Female: £15.90	Male: £16.30 Female: £14.15
Female hourly pay is 4.1% lower than male	Female hourly pay is 13.2% lower than male

The above data shows that Abingdon and Witney College has a mean Gender Pay Gap of 4.1%. This is an improvement from the mean gap of 5.6% in the previous reporting period.

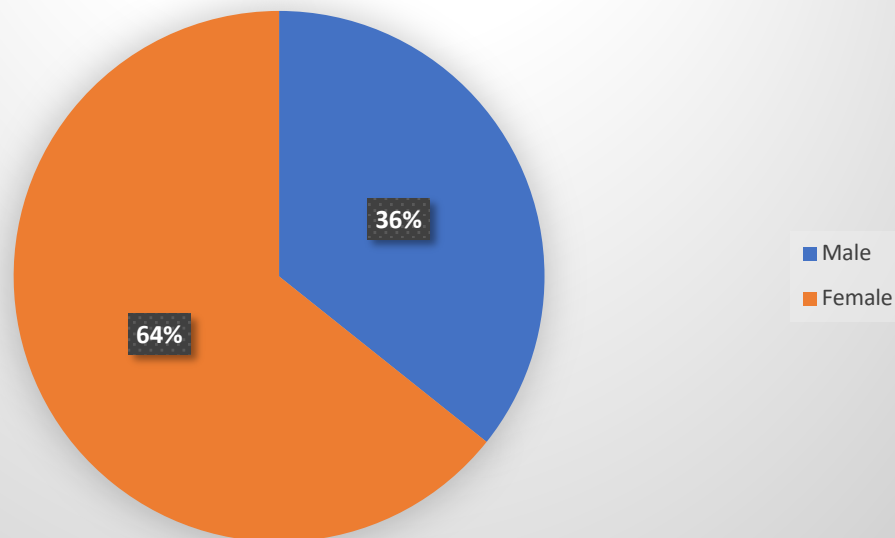
### Hourly Rate Quartiles (%):

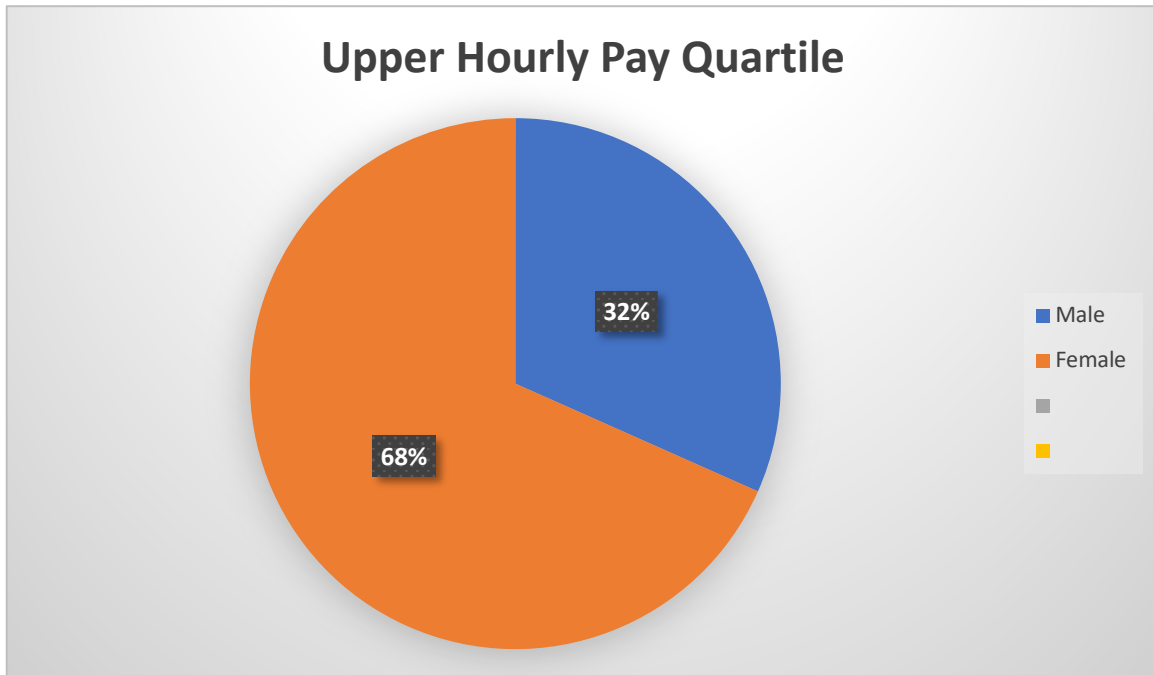


### Lower Middle Hourly Pay Quartile

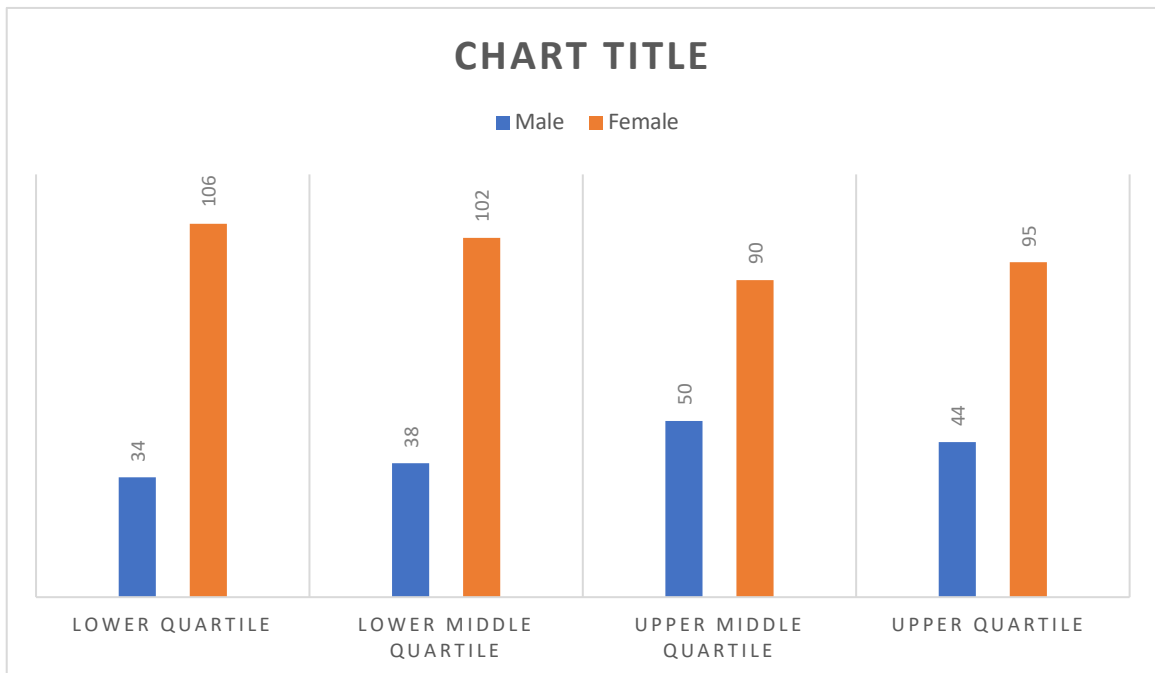


### Upper Middle Hourly Pay Quartile





Number of Males and Females in Each Quartile



Bonuses are not paid at Abingdon and Witney College and therefore no data is provided in relation to this.

The College has a higher percentage of females at every level of the organisation but this is more noticeable in the lower quartile which tend to be Business Support roles in part time / term time only positions including Cleaners, Catering Assistants, Administrators and Learning Support Assistants.

### **Eradicating the Gender Pay Gap**

Abingdon and Witney College is committed to the continued reduction in the Gender Pay Gap and providing equality of opportunity throughout the organisation. Processes are reviewed on an ongoing basis including training for interview panels on unconscious bias, providing career development opportunities and consideration to flexible working applications in the upper quartile roles particularly to attract more females. These goals are continually monitored against our published equality objectives and overall college strategy with regular staff forums to inform and embed our decisions as a college

**Kelly Haddrell**  
**Head of HR**

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