

2018

**GENDER PAY
REPORT**



2018 GENDER PAY REPORT

As an organisation employing more than 250 people, **Morley College London** is required by law to publish annually gender pay gap information showing the difference in average earnings for men and women.

Below is the data for the snapshot date of 31 March 2018.

Mean gender pay gap	-0.35%
Median gender pay gap	-0.6%
Mean bonus gender pay gap	0%
Median bonus gender pay gap	0%
Proportion of male employees who receive a bonus	0%
Proportion of female employees who receive a bonus	0%

PAY QUANTILES BY GENDER		
BAND	MALES	FEMALES
Lower quartile	32.1%	67.9%
Lower middle quartile	33.3%	66.7%
Upper middle quartile	28.2%	71.8%
Upper quartile	33.3%	66.7%

STATEMENT

Gender equality of pay is in place at Morley College London. The data shows no material pay gap, with the average hourly rates of pay for men and women across the organisation being very similar. The gender pay gap is slightly in favour of women regardless of which average is used, standing at -0.35% for the mean average, and -0.6% for the median average.

The College takes its commitment to gender equality seriously and is active in taking steps to ensure that it is an inclusive and diverse place to work and study. Such measures include:

- Widely advertising vacancies.
- A competency-based approach to recruitment which includes a 'blind' shortlisting process and the assessment of candidates against objective non-discriminatory criteria, with appointments being made on the basis of merit against them.
- Setting fixed pay scales for roles of the same type across the organisation.
- The provision of equality and diversity training for staff, with specific recruitment and selection training for managers.
- Providing flexible working options where possible to allow staff to manage their work/life balance.
- Careful monitoring of equality and diversity data in relation to all aspects of employment through a comprehensive report being received by the senior management team and the board, with an action plan in place to address any areas of concern.
- Organisational membership of the Women's Leadership Network.

The College's workforce is largely female, with women making up 68.3% of staff covered by this report and men 31.7%. The quartile information shows that women are generally well represented at the College across all pay quartiles, albeit with a slightly higher proportion of women in the upper middle quartile, and men being slightly over-represented in the lower middle and upper quartiles.

While the results of our gender pay gap report are positive, Morley College London is not complacent and is committed to both eliminating the gender pay gap and assuring equal pay for equal value. We are currently working on the following:

- Implementing a job evaluation scheme to ensure the College has a simple, fair and transparent system.
- Reviewing our 'family-friendly' policies to ensure all staff are able to have a healthy work/life balance.

I confirm that the published information is accurate.



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