

2017

GENDER PAY REPORT



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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 2017. A positive figure indicates that men are, on average, paid more than women; a negative figure that women are paid more than men.

Mean gender pay gap	1.2%
Median gender pay gap	-0.5%
Mean bonus gender pay gap	0% (not applicable)
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Proportion of male employees who receive a bonus	0% (not applicable)
Proportion of female employees who receive a bonus	0% (not applicable)

PAY QUANTILES BY GENDER		
BAND	MALE	FEMALE
Lower quartile	30.5%	69.5%
Lower middle quartile	36.6%	63.4%
Upper middle quartile	31.3%	68.7%
Upper quartile	33.6%	66.4%

STATEMENT

We are very pleased to report that the data shows a very small pay gap, with the average hourly rates of pay for men and women across the organisation being very similar. In fact, whether the gender pay gap is in favour of men or women depends on which average is used. If the median average is used, the gender pay gap is slightly more in favour of women at -0.5%, whereas if the mean average is used, the gender pay gap is 1.2% in favour of men.

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

- Vacancies being advertised widely and a competency based approach to recruitment which includes a “blind” shortlisting process. Assessment of candidates is against objective non-discriminatory criteria, with appointments being made on the basis of merit against them.
- Set pay scales for roles of the same type across the organisation.
- Equality and diversity training for staff
- Recruitment and selection training for managers which focuses on non-discriminatory recruitment practices and addressing unconscious bias.
- 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 with regular, comprehensive reports to the senior management team and the board, and action plans 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 67% of staff in this report and men 33%. 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 lower quartile, and men slightly over represented in the lower middle quartile.

While the results of our gender pay gap report are positive, Morley College London will not be complacent and is committed to ensuring equal pay for equal value and investigating any anomalies that may be revealed by gender pay gap or other data. We will be doing 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.



MORLEY COLLEGE LONDON

61 Westminster Bridge Road
London, SE1 7HT

T: 020 7450 1889

W: www.morleycollege.ac.uk

E: enquiries@morleycollege.ac.uk
