

Gender Pay Gap Report 2017

QUEEN ALEXANDRA COLLEGE is a national specialist College providing residential and non-residential education, training and Independent Living Skills for people with vision impairment, complex learning difficulties and other disabilities. Based in Birmingham, we aim to reflect the diversity of our students and community.

This year, for the first time, UK organisations with over 250 employees have to publish and report on their gender pay gap for workers in scope as of 31 March 2017.

The Gender Pay Gap is defined as the difference between the average hourly earnings of all men and women in the College, expressed relative to men's earnings.

The gender pay gap data comprises;

- The percentage difference in mean pay between genders
- The percentage in median pay between genders
- The proportion of men and women receiving a bonus and the percentage difference in mean and median bonus pay between genders
- The proportion of men and women in each quartile of the pay range.

QAC is committed to a fair approach to pay and reward for all staff, irrespective of gender and reflective of our College Values. We will use the gender pay gap data and reporting process to identify any pay gap issues and actions we can take.

QAC Profile

65% of the College workforce are women and 35% men.



QAC Gender Pay Gap Data

MEAN PAY GAP

- 3.18%



MEDIAN PAY GAP

- 5.85%

At - **3.18%** our mean gender pay gap is very different to those seen in other organisations currently reporting. A negative gender pay gap such as this means that, on average, female employees are paid more than male employees. Our median gender pay gap is - **5.85%**. The median pay gap shows the difference between the midpoints in the ranges of men's and women's pay.

QAC's gender pay gap compares favourably with the national figure reported for April 2017 by the Office for National Statistics (ONS), which reports a gender pay gap (for median earnings) of 9.1%¹.

It also compares favourably with a median pay gap of 7.4% for the Education sector across those organisations which have reported so far² and 5.9% for the Department for Education.

Whilst our data shows that QAC does not have the pay issue prevalent in some sectors, (e.g. where men are being paid on average more than women), which the gender pay reporting regulations are seeking to highlight and address, it does identify a differential due to the structure and demographic of our workforce, as outlined in the Pay by Quartiles section.

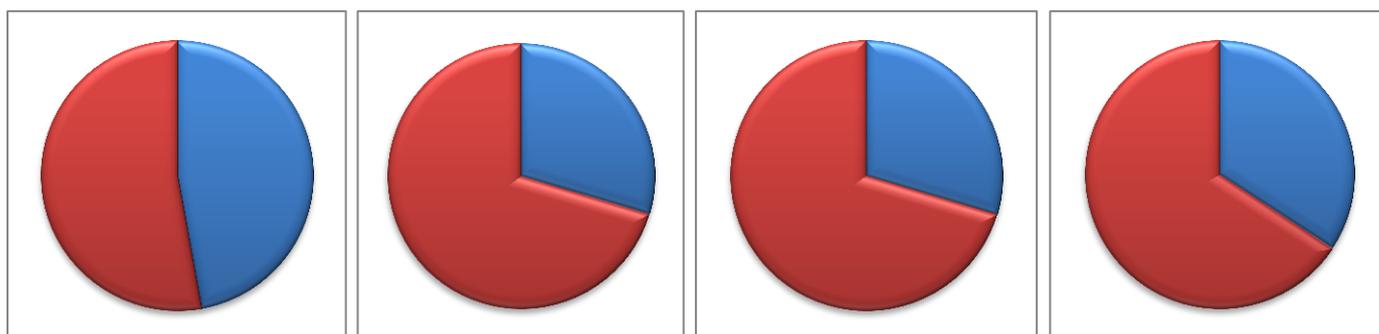
The gender pay gap is influenced by the balance between full-time and part-time employees. ONS³ reports that for jobs where the number of paid hours per week is between 10 and 30, more women tend to be employed in these jobs and therefore the gender pay gap is in favour of women. The figures for QAC are consistent with this; with 33% of our workforce working 30 hours or less, of whom 75% are female and 25% male.

QAC Bonus Pay

QAC has no bonus pay schemes in operation and therefore no data to report.

Pay by Quartiles

Proportion of men and women in each pay quartile



Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
53 %	47 %	70 %	30%	70 %	30 %	66 %	34 %

¹ Annual Survey of Hours and Earnings:2017 provisional and 2016 revised results – Office for National Statistics. 26 October 2017, pg12.

² Source Gender Pay Gap database, ONS. From the first 176 filings. Research Times data team. The Times Newspaper, 28 October 2017.

³ ONS, op cit, pg 13.

QAC has a higher proportion of women than men across each pay quartile and notably across the middle and upper quartiles, with the upper quartiles including senior/ management roles. Whilst the lower quartile is more gender balanced, this also indicates that some roles may still reflect more stereotypical gender and role imbalances – for example where maintenance and trades roles are dominated by male employees.

Actions

QAC will use the gender pay gap data and reporting process to identify any pay gap issues and incorporate actions arising from this as part of our Equality, Diversity and Inclusion Action Plan and Strategic Plan. Actions include;

- Regularly reviewing our recruitment processes, which include use of an anonymised application process to minimise unconscious bias and endeavouring to ensure recruitment panels offer a gender mix. Where appropriate, we will highlight any under-representation as part of our recruitment advertisements to encourage applications and seek to address this.
- Offering a range of flexible working options, which are available for all staff.
- Working with groups including Staff Voice, JCC and our Equality, Diversity and Inclusion Steering Group to encourage employees to contribute ideas in support of closing/eliminating any gender pay gap.
- Reviewing our pay structure and associated benefits to ensure QAC remains competitive in the specialist education and care sector/employment markets, whilst maintaining affordability and consistency.

On behalf of the Board of Governors
Queen Alexandra College
November 2017