



# Gender Pay Gap Report 2018

**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.**

## Introduction

This report outlines QAC's gender pay gap data for 2018, which is the second year of reporting, in line with statutory requirements.

The College is required to report and publish six calculations of relevant employee data by 31 March 2019 via the Government portal and the College website.

The report includes the data set for 2018, compared to that of last year, with explanation of any significant variations. Our gender pay gap is closer to zero (or equally balanced position) for 2018 (it previously showed a minus figure, indicating that the average hourly earnings for female employees were higher than male employees).

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.

## What is the Gender Pay Gap?

The Gender Pay Gap shows the difference in the average hourly pay between all males and females in an organisation. The Gender Pay Gap does not measure equal pay, but enables organisations to identify where a gender pay gap exists, look into potential reasons and identify actions that can be taken to address this.

ACAS and the Government Equalities Office identifies gender pay gap reporting as “a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised”<sup>1</sup>.

The gender pay gap data and likely causes will vary considerably between sectors and individual organisations due to differences in size, structure, job roles and demographic workforce profile.

## Reporting Requirements

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 data is calculated for all relevant employees and full-pay employees employed by the College on the snapshot date of **31 March 2018**.

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<sup>1</sup> “Managing Gender Pay Reporting – ACAS/Government Equalities Office, December 2017.

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 Profile

70% of the College workforce are women and 30% men.



This is a 5% increase in the number of women employed by the College from the figure for 2017.

Although this is a significant differential, it is comparable with national statistics, which show 60% of jobs within the Education sector as a whole held by women<sup>2</sup> (with 67% women among teaching and other educational professionals and 76% women among special needs education teaching professionals)<sup>3</sup>.

## QAC Gender Pay Gap Data

**MEAN PAY  
GAP**  
**0.99%**



**MEDIAN PAY  
GAP**  
**0.97%**

The figures for 2018 confirm a **mean gender pay gap of 0.99%** and a **median gender pay gap of 0.97%**. The median pay gap shows the difference between the midpoints in the ranges of men's and women's pay. The median is most commonly used as the measure for reporting and benchmarking as this avoids the figures being skewed towards smaller numbers of higher earners in organisations<sup>4</sup>.

QAC's gender pay gap compares favourably with the national figure reported for April 2018 by the Office for National Statistics (ONS), which reports a median gender pay gap for full time employees of 8.6%<sup>5</sup>. Although this fell from 2017 to 2018 among full-time employees, the gap among all employees is higher (17.9%), driven by more women working in part-time jobs, which may be lower paid<sup>6</sup>. Within

<sup>2</sup> The Gender Pay Gap Briefing Paper, Number 7068, 8 November 2018 – Feargal McGuinness & Doug Pyper, House of Commons Library.

<sup>3</sup> Gender pay gap in the UK: 2018 – Office for National Statistics, 25 October 2018.

<sup>4</sup> The Gender Pay Gap: 2018 Briefing – Institute of Economic Affairs.

<sup>5</sup> Gender pay gap in the UK: 2018 – Office for National Statistics, 25 October 2018.

<sup>6</sup> Ibid.

the Education sector, the gender pay gap for special needs education teaching professionals indicates women earning 2.4% less than men.

The table below shows how QAC's data has changed since last year, with the gap between the genders narrowing.

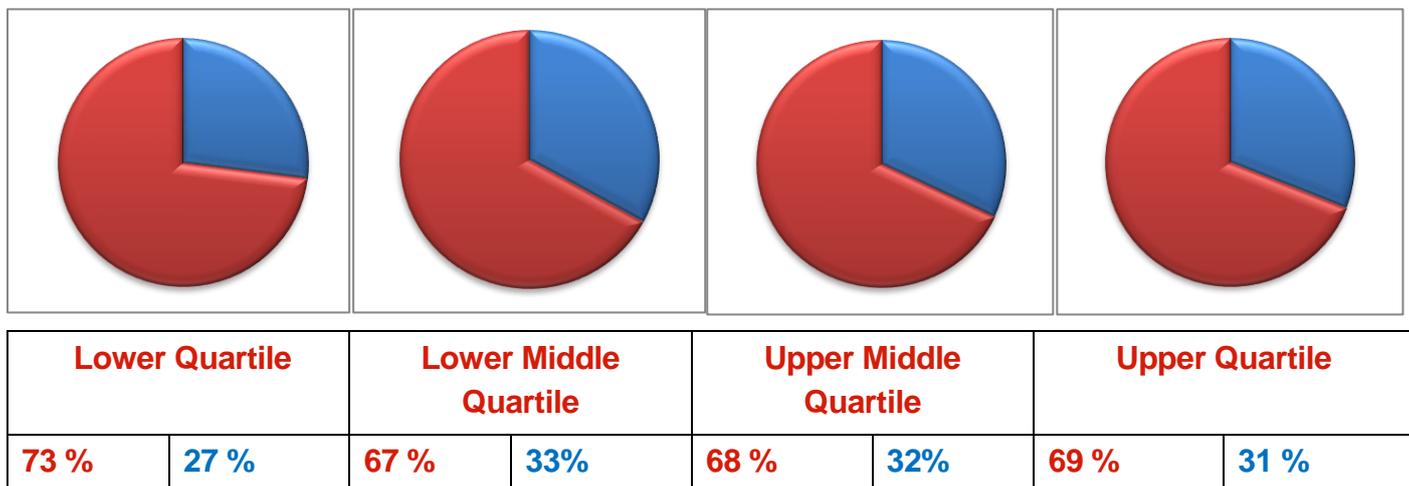
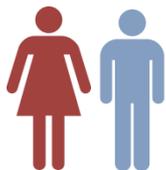
	<b>2018</b>	<b>2017</b>	<b>% Change</b>
<b>Mean Gender Pay Gap</b>	0.99%	- 3.18%	<b>+ 2.19%</b>
<b>Median Gender Pay Gap</b>	0.97%	- 5.85%	<b>+ 4.88%</b>

## 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



The percentage change this year from last year and the pay quartiles for 2017 are shown below;

<b>Lower Quartile</b>		<b>Lower Middle Quartile</b>		<b>Upper Middle Quartile</b>		<b>Upper Quartile</b>	
<b>+ 20</b>	<b>- 20</b>	<b>- 3</b>	<b>+ 3</b>	<b>- 2</b>	<b>+ 2</b>	<b>- 3</b>	<b>+3</b>
<b>(53 %)</b>	<b>(47 %)</b>	<b>(70 %)</b>	<b>(30%)</b>	<b>(70 %)</b>	<b>(30%)</b>	<b>(66 %)</b>	<b>(34 %)</b>

QAC has a significantly higher proportion of women than men across each pay quartile and notably across the lower and upper quartiles, with the upper quartiles including senior/ management roles. There has been a small increase to the number of men in both middle quartiles and the upper quartile.

The lower quartile has seen the biggest change, (with an increase of 20% more women since last year), consistent with the College having a higher turnover of staff across this quartile. However, the figure is now more similar to the gender profile for the organisation as a whole and is reflective of the wider Education and Specialist Education Sector profiles. It also demonstrates that QAC has a consistent gender profile across the pay quartiles, without evidence of barriers for either gender at any level.

## **Actions**

QAC will use the gender pay gap data and reporting process to identify any pay gap issues and actions arising from this. Our new 5 Year Strategic Plan places Equality, Diversity and Inclusion at the forefront of our activities, linked to ensuring a highly skilled, flexible and fulfilled workforce. Current actions include;

- We are currently in the process of implementing our new HR and Payroll system, to support provision of timely and accurate management information, including gender monitoring and pay data.
- We continue to review pay and associated benefits across the organisation, departments and job roles, to ensure QAC remains competitive in the specialist education and care sector/employment markets, whilst maintaining affordability and consistency.
- We offer a range of flexible working options, which are available for all staff and see positive take-up across the College, with 126 staff currently working 30 hours or less per week (96 female and 30 male) and 30 flexible working arrangements agreed in the last 12 months.
- Providing funding for training, development and qualifications and encouraging progression and promotion opportunities within the College.
- 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.
- Seeking to encourage diversity of job applicants, with the aim of achieving a more even gender balance, given that we have more women than men across all levels of the College. We highlight in job advertisements where we may be under-represented, to encourage male applicants.

On behalf of the Board of Governors  
Queen Alexandra College  
January 2019