

WHC Group Gender Pay Gap 2022

The purpose of Gender Pay reporting is to show the difference between the average (mean and median) earnings of men and women employed by the College.

An average gender pay gap percentage that is positive indicates that men receive a higher hourly rate than women, whilst a negative percentage indicates that women receive a higher hourly rate than men.

The information in the table below has been updated to include our Gender Pay Gap data as at the end of March 2022 and will be updated annually.

	2022	2021	2020	2019	2018
Mean Gender Pay Gap	-4.03%	2.96%	-0.11%	2.52%	-1.77%
Median Gender Pay Gap	-1.00%	1.96%	2.41%	4.74%	0.70%

The following table shows the proportion of male and female employees in each quartile pay band.

Quartiles 2022	Females per Quartile	Females %	Males per Quartile	Males %
1st Quartile (Lower)	130	67.71%	62	32.29%
2nd Quartile (Lower Middle)	116	58.88%	81	41.12%
3rd Quartile (Upper Middle)	122	62.89%	72	37.11%
4th Quartile (Upper)	128	67.02%	63	32.98%
Grand Total	496	64.08%	278	35.92%

Overall Commentary:

The figures presented are an accurate reflection of the greater number of females employed overall and also the number of females employed at a senior level in the College.

When examining the data, the largest disparity is seen in the lower quartiles; this is due to the fact we have more women employed in part time, lower paid roles in comparison to men.

Bonus Gender Pay Reporting:

During the 12-month collection period for Bonus Gender Pay Gap data, 902 members of staff received one or multiple bonus payments. Three, all staff bonuses were given throughout the period to all eligible staff, the maximum bonus payment received at any one time was £300. One female member of staff received an honorarium of £1,000 during this time period. 174 members of staff did not receive any bonus payments as they were not eligible in the relevant payment period.

Bonus payments are pro-rated to reflect staff members' FTE meaning, that as a higher proportion of male employees work in full time roles, they received a high proportion of bonus payments.

	All Staff 21-22
Proportion of Males Receiving a Bonus	85.56%

Proportion of Females Receiving a Bonus	82.91%
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	All Staff 21-22
Mean Bonus Gender Pay Gap	10%
Median Bonus Gender Pay Gap	28%