

WHC Group Gender Pay Gap 2021

The purpose of Gender Pay reporting is to show the difference between the average earnings of men and women. The data below represents the latest Gender Pay Gap data as at the end of March 2021 and will be updated annually.

This is the third year of figures reported since the College merged with Barnfield College to become WHC Group in February 2019*.

| | 2021 | 2020 | 2019* | 2018 | 2017 |
|------------------------------|-------|--------|-------|--------|--------|
| Mean Gender Pay Gap | 2.96% | -0.11% | 2.52% | -1.77% | -2.27% |
| Median Gender Pay Gap | 1.96% | 2.41% | 4.74% | 0.70% | 0.25% |

| Quartiles 2021 | Females per Quarter | Females % | Males per Quarter | Males % |
|-----------------------------|---------------------|-----------|-------------------|---------|
| 1st Quartile (Lower) | 143 | 71.86% | 56 | 28.14% |
| 2nd Quartile | 118 | 59.30% | 81 | 40.70% |
| 3rd Quartile | 124 | 62.31% | 75 | 37.69% |
| 4th Quartile (Upper) | 125 | 62.50% | 75 | 37.50% |
| Grand Total | 510 | 63.99% | 287 | 36.01% |

Overall Commentary:

The figures presented are an accurate reflection of the greater number of females employed overall. When examining the data, the largest disparity is seen in the lower quartiles, where we have more women employed in part time, lower paid roles.

Bonus Gender Pay Reporting:

During the 12-month collection period for Bonus Gender Pay Gap data 953 employees received a small bonus payment, this was a one-off £15 payment given to all active staff in July 2020 instead of the College running the summer end of term BBQ – due to it being cancelled during COVID-19 restrictions. Only inactive staff who had not worked during the previous term or anyone who started after July 2020 did not receive the £15 bonus in July 2020.

In addition to this, during the 12-month period a further 2 employees (1 male and 1 female) received an honorarium payment for additional work or projects undertaken.

| | All Staff 20-21 |
|--|-----------------|
| Proportion of Males Receiving a Bonus | 88.43% |
| Proportion of Females Receiving a Bonus | 91.99% |

| | All Staff 20-21 |
|------------------------------------|-----------------|
| Mean Bonus Gender Pay Gap | 0.98% |
| Median Bonus Gender Pay Gap | 0.00% |