

## GENDER PAY GAP REPORTING

### MYERSCOUGH COLLEGE FEC

**MARCH 2018**

(based on data as at 31 March 2017)

Women's hourly rate is lower than males by the percentages indicated \*

<b>Mean average</b>	Myerscough College Mean Gender Pay Gap	*13.3%
<b>Median average</b>	Myerscough College Median Gender Pay Gap	*18.7%

Quartile calculation	Quartile	Male	Female
This indicates the percentage of males and females in each quartile.	Lower	31.0%	69.0%
	Lower middle	29.3%	70.7%
	Upper middle	44.8%	55.2%
	Upper	49.6%	50.4%

#### What is the Gender Pay Gap?

The Gender Pay Gap is an equality measure that shows the difference in average earnings between women and men.

Myerscough College is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

Gender pay reporting is a different requirement to carrying out an equal pay audit.

Equal pay deals with the pay **differences between men and women who carry out the same jobs, similar jobs or work of equal value**. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the **difference between the average** (mean or median) earnings **of men and women**. These are expressed as a percentage of men's earnings.

#### The mean gender pay gap:

This calculation shows the difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.

The Myerscough College mean gender pay gap figure indicates, on average, female employees are paid 13.3% per hour less than male employees.

#### The median gender pay gap:

This calculation shows the difference between the median hourly rate of pay that male and female full-pay relevant employees receive

The Myerscough College median gender pay gap figure indicates, on average, female employees are paid 18.7% per hour less than male employees.

Using these two different types of average is helpful to give a more balanced overview of an employer's overall gender pay gap.

### **Quartiles**

Comparing the two results in each quartile will indicate the distribution of male and female employees in the quartile. Comparing results between the quartiles will indicate the distribution of male and female employees across the College