



## Gender Pay Gap Report March 2018

### Summary

It is a statutory requirement for employers with 250 or more employees to publish statutory calculations each year showing the pay gap between male and female employees. The data below has been prepared in accordance with the guidance provided on the Gov.uk website and in line with the Equality Act 2010. The figures are based on data as at 31 March 2018.

Each employer is required to report the mean and median gender pay gap and the distribution of males and females across pay quartiles for all staff.

It is important to note that the gender pay gap is not the same as equal pay. The College pays all employees on nationally negotiated pay scales for staff in Sixth Form Colleges with annual increments and an annual percentage cost of living pay rise. No bonuses were paid to our staff during the reporting period.

### Hourly Rate Calculation

	Male	Female	Percentage difference
Mean	20.28	20.06	1.1%
Median	23.50	23.50	0%

### Proportion of Male and Female Employees per Quartile

	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Male	40.9%	31.8%	37.2%	29.5%
Female	59.1%	68.2%	62.8%	70.5%

### Understanding the Gender Pay Gap figures for Esher College


We have used HMRC recommended calculations of hourly rates for all staff. However, this calculation does not account for staff who work term time only but are paid in 12 equal payments throughout the year, thus the rate calculated is not representative of their actual pay.

The gender pay gap results show that Esher College does not have a gender pay gap issue. Esher actively supports flexible working, and equality of opportunity.

For comparative purposes, the national median gender pay gap is 17.9%, Esher College's is 0%. The gender profile of our staff shows that 65% of our staff are female.

### Supporting Statement

I can confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap data for Esher College.

  
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Dan Dean, Principal

Date: 21 March 2019