

OAKLANDS COLLEGE

Gender Pay Report 2019

Introduction

At Oaklands College we are committed to promoting equality, diversity and being a fair employer. We value being totally transparent with our staff and along with our values aim to ensure we have a happy, successful learning environment.

Oaklands College is publishing its gender pay gap in accordance with government regulations, which aim to improve pay transparency and address pay gaps across the UK.

The gender pay gap is an equality measure that shows the difference in average earnings between women and men. In the UK gender pay gap is at its lowest level at - just over 18 per cent. The gender pay gap does not however refer to equal pay which relates to the same pay for comparable jobs.

All large public and private sector organisations must publish on an annual basis their mean and median pay and bonus pay gaps, as well as the proportion of men and women receiving bonus pay. The proportion of men and women in the quartile pay bands must also be reported.

Analysis shows that - in common with the vast majority of public and private organisations in the UK - the College has a gender pay gap.

The gender pay gap means that men are earning more than women are. The College's mean gender pay gap is 10% and the median gap is 11%.

There are complex factors behind gender pay gaps in the wider context. These include the types of roles traditionally occupied by men and women and the effects of part-time and flexible working patterns.

The College's analysis shows that there are more women than men across the organisation although the proportion reduces from 78% in the lowest paid quartile to 60% in the highest paid quartile.

As an organisation, we are committed to equality of opportunity for all. We operate a transparent job family framework, which we publish on the staff intranet, and which is criteria based and ensures there are no equal pay issues.

Data in this report was collected and processed in March 2018. If you would like to find out more about gender gap please go to the Government's gender pay reporting service at <https://gender-pay-gap.service.gov.uk/>



Zoe Hancock
Principal and Chief Executive



Our data

Mean and median gender gap based on ordinary pay of female and male employees.



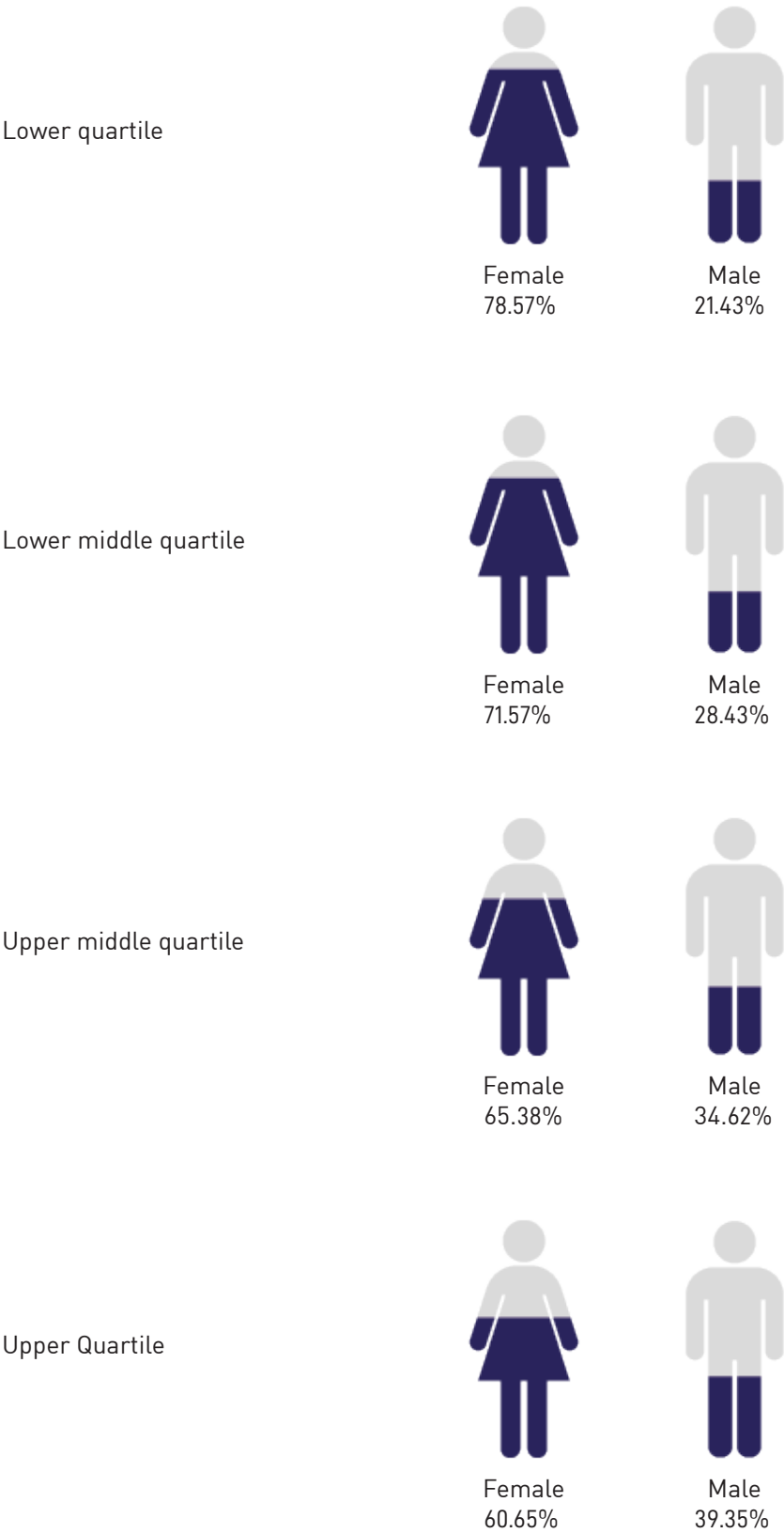
Mean and median gender pay gap for bonus pay in the 12 months ending 31 March



The proportion of male and female employees paid a bonus in the 12 months ending 31 March



Proportion of male and female employees in each quartile





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