

**Gender Pay Gap Report 2018**

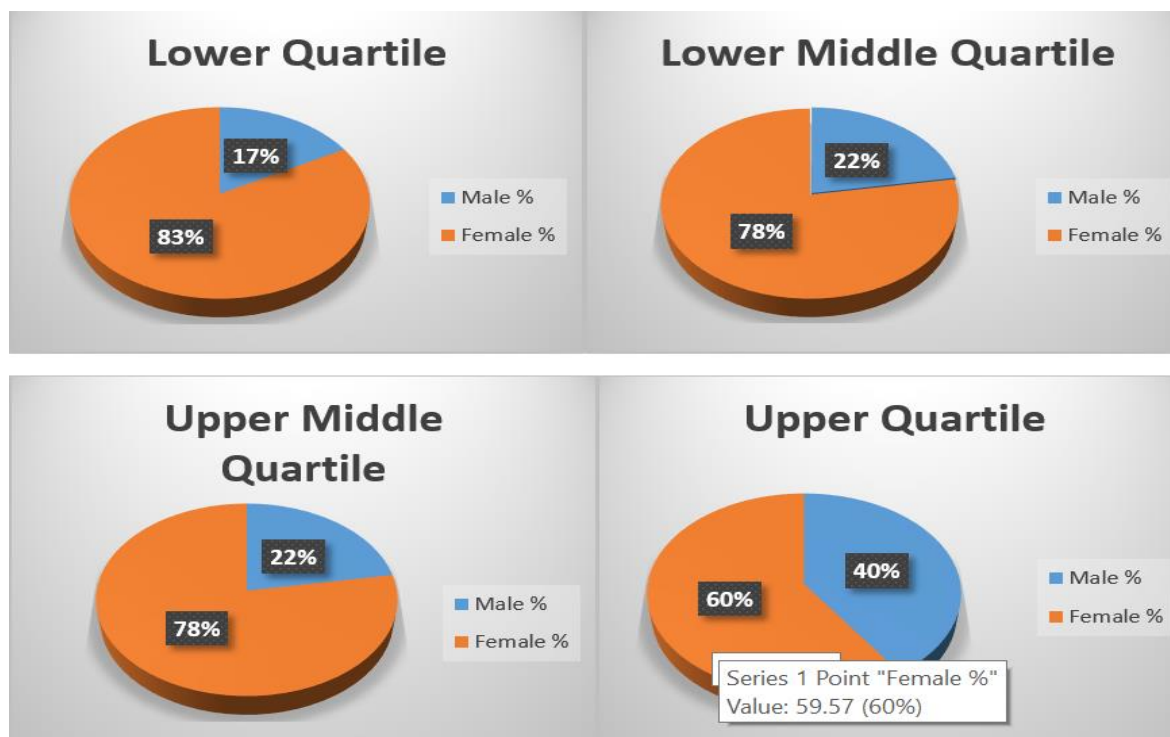
Gender Pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing the pay gap between male and female employees. The college has published the figures on the Government Equalities website.

Please see below the calculations for Hertford Regional College:

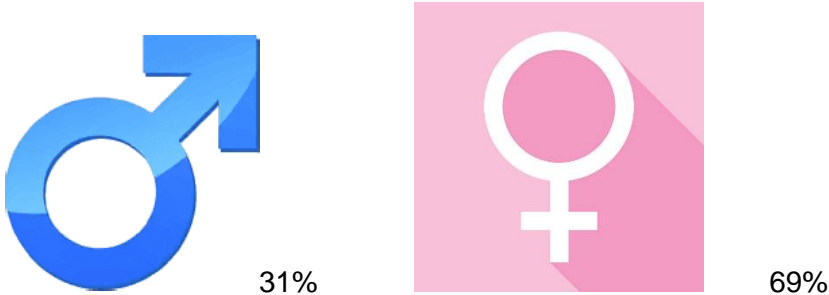
Mean Gender Pay Gap	18.11%
Median Gender Pay Gap	23.62%
Mean Bonus Pay Gap	157.81%
Median Bonus Pay Gap	-12.50%

In line with regulations, employers need to report on the proportion of male and female employees in each four pay bands, where Lower Quartile represents lowest salaries Upper Quartile represents the highest salaries.

The proportion of males/females in each quartile band is as follows:



The proportion of Employees receiving a bonus:



Hertford Regional College’s pay approach supports the fair treatment, reward and recognition of all staff irrespective of gender.

HRC uses pay scales and grades with incremental annual progression. Pay scales vary according to the level of responsibility for a role. Job roles in the college are assigned a grade. Each grade has incremental points from between 3 to 5 depending on the grade. Staff are expected to move through the incremental points for their grade, based on length of service<sup>1</sup>.

The College has a higher percentage (83%) of Females than Males at the Lower quartile. These tend to be business support roles, a number of which are learning/student support roles and they are predominantly term time only. In addition, there are more women in part-time positions generally.

The bonus payments are predominately are long service awards. The positive gap is due more Females receiving these awards than Men.

It is useful to highlight that the gender profile of the college is 70% female, which tends to be the sector norm.

**Eradicating the Gender Pay Gap**

The College will ensure that gender equality is a central point in the creation of our College’s, Equality, Diversity and Inclusion Strategy. We will review our recruitment and salary assessment processes, focus on how to attract women into the male-dominated roles within the College. We intend to actively monitor and take targeted action where necessary.

We will continuously ensure that women within Business Support roles have the opportunity and ability to progress their careers within the College through talent management and on-going personal development.

Report by

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Director of HR and Corporate Development  
22<sup>nd</sup> February 2019

<sup>1</sup> 6 months service prior to 1<sup>st</sup> Jan