

DATE: 13 DECEMBER 2018

SUBJECT: GENDER PAY GAP (GPG) – LINCOLN COLLEGE GROUP (SNAPSHOT DATE 31 MARCH 2018)

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1 INTRODUCTION

1.1 Since 6 April 2017 employers in Great Britain with more than 250 employees have been required by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish the following four types of figures annually on their own website and on a government website:

- Gender pay gap (mean and median averages);
- Gender bonus gap (mean and median averages);
- Proportion of men and women receiving bonuses;
- Proportion of men and women in each quartile of the organisation’s pay structure.

1.2 The gender pay gap (GPG) shows the difference between the average (mean or median) earnings of men and women. Used to its full potential, GPG reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised.

1.3 Unlike equal pay, which refers to paying a man and a woman the same amount for the same, or similar work, a gender pay gap is the difference in average pay between men and women in our organisation. Lincoln College are confident that men and women are paid equally for doing equivalent jobs across the organisation.

1.4 Lincoln College is at the core of the Lincoln College Group (LCG) and incorporates three separate legal entities i.e. Lincoln College Corporation (LCC), Lincoln College Corporate Support Solutions (LCCSS) and Deans Sport and Leisure (DSL). The Regulations require each separate legal entity with at least 250 employees within a group structure to calculate and publish separate reports.

1.5 The employee headcount for LCCSS as at 31 March 2018 was 226 however due to the fact that there were 267 live positions at this date they have been included in this years report for the purposes of completeness, useful comparison and statutory reporting.

2 CONTEXT

2.1 Gender pay gaps exist across all industries and sectors. The reasons for them, particularly at organisation level are complex and in part are shaped by the roles that men and women play in society. Although attitudes and practices have changed significantly over time the impact remains prevalent, evidenced through occupational segregation (the distribution of workers across and within occupations based upon demographic characteristics, most often gender).

2.2 The UK GPG has fallen to its lowest level yet, the Office for National Statistics (ONS) has reported (released 25 October 2018). In the year to April 2018, the gap for **full-time employees** was 8.6% (median), down from 9.1% in the previous year. The gender pay figure is the first to be released since the UK’s largest employers were obliged to submit data on the earnings of men and women.

2.3 The UK overall GPG (**all employees**) currently stands at 17.9% (median) and 17.1% (mean) in favour of men (down from 17.4% median and 18.4% mean in the previous year); this reduces to 13.7% (mean) for full time employees; it reduces even further for part time employees to -4.4% (median) and 7.4% (mean) for part time staff.

2.4 The UK GPG for Further Education Teachers stands at -0.9% median and 0.2% mean (0.9% mean Lincoln College), and East Midlands Public Sector stands at 24.9% median and 19.5% mean for all employees.

2.5 Appendix 1 contains all relevant GPG Data for 'Lincoln College All', which includes LCC, LCCSS and DSL collectively; then LCC, LCCSS and DSL as separate legal entities.

3 LINCOLN COLLEGE GENDER PAY GAP

3.1 The Mean Gender Pay Gap

3.1.1 This calculation requires the college to show the difference between the mean hourly rates of pay that male and female employees receive.

3.1.2 Appendix 1, Table 3 shows that Lincoln College (all) mean GPG at 31 March 2018 is 16.1%, Lincoln College mean GPG is 14.2% (increased from 13.7% in 2017), LCCSS mean GPG is 14.8%.

3.1.3 Compares to a UK GPG of 17.1%.

3.2 The Median Gender Pay Gap

3.2.1 This calculation requires the college to show the difference between the median hourly rates of pay that male and female employees receive.

3.2.2 Appendix 1, Table 4 shows that Lincoln College (All) median GPG at 31 March 2018 is 17.8%, Lincoln College median GPG is 25.2% (decreased from 26.6% in 2017), LCCSS median GPG is 8.3%.

3.2.3 Compares to a UK median GPG of 17.9%.

4. LINCOLN COLLEGE BONUS PAY GAP

3.1 Bonuses are defined in regulation 4. They include anything that relates to profit sharing, productivity, performance, incentive and commission; long service awards (with a monetary value) are also included.

3.2 Appendix 1, Table 9 shows that the proportion (in percentage terms) of LCC (All) male and female employees who received bonus pay during the period of 12 months preceding 31 March 2018 was 1.3% female (7/529 employees) and 3% male (10/331 employees).

3.3 The proportion (in percentage terms) of LCC male and female employees who received bonus pay during the period of 12 months preceding 31 March 2018 was 1.8% female (6/336 employees) and 3.8% male (9/234 employees).

3.4 The proportion (in percentage terms) of LCCSS male and female employees who received bonus pay during the period of 12 months preceding 31 March 2018 was 0.6% female (1/175 employees) and 1.1% male (1/92 employees).

3.4 The Mean Bonus Pay Gap

3.4.1 Appendix 1, Table 10 shows that the mean bonus pay gap (BPG) stands at 87.7% for LCC (all), 91.8% for LCC and 80% for LCCSS (the low numbers of staff receiving bonus payments should be noted).

3.5 The Median Bonus Pay Gap

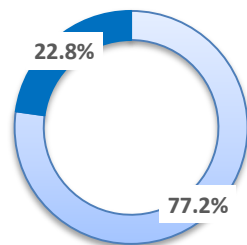
3.5.1 Appendix 1, Table 11 shows that the median bonus pay gap (BPG) stands at 0% for LCC (all), 0% for LCC and 80% for LCCSS.

3.5.2 The swing from the mean to the median values is as a result of a number of long service award payments for the value of £200 being made to 6 male and 4 female Lincoln College employees.

4 PAY QUANTILES

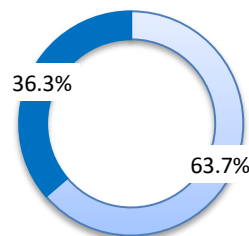
4.1 Appendix 1, Tables 12 to 17 show the proportion of male and female employees in four pay bands i.e. lower quartile (Q1), lower middle quartile (Q2), upper middle quartile (Q3) and upper quartile (Q4). This is captured below for LCC (All), see Table 13 for proportions for LCC, LCCSS and DSL (profiles are similar across each company).

Quartile 1: GPG -0.97%



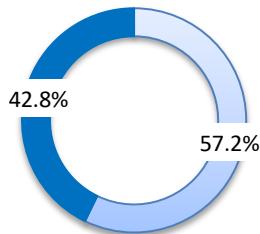
Female Male

Quartile 2: GPG 1.01%



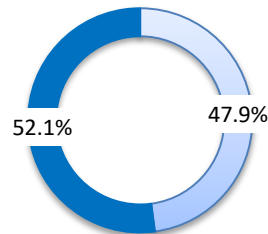
Female Male

Quartile 3: GPG -2.17%



Female Male

Quartile 4: GPG 6.46%



Female Male

4.2 The pay quartile figures show the root cause of our GPG; we have a higher proportion of females in our lower pay quartiles (our lower pay grades) and a higher proportion of males in our upper pay quartiles (our higher pay grades).

4.3 The most significant GPG is for Quartile 4 i.e. 6.46%. Table 18 shows the GPG for each quartile in each company.

4.4 Quartile 1 includes support staff on up to pay scale 2 i.e. Apprentices, Cleaners, Learning Support Assistants. Quartile 2 includes Support Staff on pay scales 3-6 i.e. Administrators, Technicians, Assessors, Instructors. Quartile 3 includes support staff on pay scales SO1 – PO1 and CSS top of scale 6 -7 i.e. HR Officers, Sub Departmental Managers/Team Leaders (Exams, Digital Engagement, CIS, Senior Enterprise Lead etc) and Lecturers up to point 7 on the Lecturer pay scale. Quartile 4 includes Lecturers on point 8 and above of the Lecturer pay scales, Senior IT Infrastructure Engineers, Senior Management Accountants, all Heads, Leads and Directors.

5 NARRATIVE

- 5.1 Lincoln College seeks to employ a workforce that reflects the diverse community it serves, because it values the individual contributions of all people. The college will treat all employees with respect and dignity and provide a working environment free from unlawful discrimination, harassment or victimisation. To this end, within the framework of the law and best practice, it is committed to achieving and maintaining a workforce that broadly reflects the local community.
- 5.2 The Lincoln College Equality Objective related to gender pay is (by August 2019) to have taken remedial action where possible to reduce the GPG which was 11.3% (mean) in August 2015 (using old methodology), this increased to 13.7% as at 31 March 2017 (new methodology) and has risen again to 14.2% for LCC and 16.1% for LCC including LCCSS and DSL as at 31 March 2018. The college was only required to report the GPG for LCC last year.
- 5.3 The key factor behind the Lincoln College GPG across the board is the balance of men and women across the four pay bands; 77.2% of our combined workforce in the lower quartile are women. Interestingly, despite the fact that more men are in the LCC upper quartile this year (74 female, 71 male in 2017 compared to 62 female, 81 male in 2018) the mean GPG has decreased to 7.26% from 9.1%.
- 5.4 The profile of our organisation, with more men at senior levels and significantly more women in the lower pay quartile means that our average male hourly rate is higher than our average female hourly rate.
- 5.5 Although not required to report, it is worthy to note that the mean GPG for full time staff is 15.1% (LC all), 1.4% higher than the UK average and reduces to 4.7% for part time staff, 2.7% lower than the UK average. The Median Pay Gap for full time staff is 13.8% (8.6% UK average) and 18.2% for part time staff (22.6% higher than the UK average).
- 5.6 Lincoln College commit to trying to further understand the reasons behind the high proportion of females in the lower quartiles and part time roles (76% of all part time employees are female, 46% of all full time employees are female) to ensure that there is support for female employees with children/caring responsibilities, particularly how they progress at work.

6 RECOMMENDATIONS

- 6.1 For ELT to note the issues raised in this report with particular reference to the increasing GPG and commitment to support positive action to reduce it.

REPORT END

Appendix 1: Data (as at 31 March 2018)

Headcount					
	Female	Male	Total	% Female	% Male
Lincoln College: All	529	331	860	61.5%	38.5%
Lincoln College	336	234	570	58.9%	41.1%
Corporate Support Solutions	175	92	267	65.5%	34.5%
Deans	18	5	23	78.3%	21.7%

Table 1: Staffing Numbers by Gender

	Headcount - Part Time/Full Time Split							
	Female (HC)		Female (%)		Male (HC)		Male (%)	
	PT	FT	PT	FT	PT	FT	PT	FT
Lincoln College: All	324	205	61.2%	38.8%	105	226	31.7%	68.3%
Lincoln College	200	136	59.5%	40.5%	66	168	28.2%	71.8%
Corporate Support Solutions	112	63	64%	36%	34	58	37%	63%
Deans	12	6	66.7%	33.3%	5	0	100%	0%

****75% of all part time staff are female***

Table 2: Part Time/Full Time Split by Gender

Mean GPG			
	Female	Male	Difference
Lincoln College: All	£12.38	£14.77	16.1%
Lincoln College	£13.94	£16.24	14.2%
Corporate Support Solutions	£9.77	£11.46	14.8%
Deans	£8.82	£8.49	-3.9%

***Lincoln College Mean GPG (2017) 13.7%**

Table 3: Mean Gender Pay Gap by Company

Median GPG			
	Female	Male	Difference
Lincoln College: All	£11.08	£13.47	17.8%
Lincoln College	£12.76	£17.07	25.2%
Corporate Support Solutions	£8.52	£9.30	8.3%
Deans	£8.45	£8.45	0%

***Lincoln College Median GPG (2017) 26.6%**

Table 4: Median Gender Pay Gap by Company

Mean GPG - Full Time			
	Female	Male	Difference
Lincoln College: All	£13.58	£16.00	15.1%
Lincoln College	£15.37	£17.13	10.3%
Corporate Support Solutions	£10.07	£12.72	20.8%
Deans	£9.95	N/A	N/A

Table 5: Mean Gender Pay Gap – Full Time

Mean GPG - Part Time			
	Female	Male	Difference
Lincoln College: All	£11.63	£12.20	4.7%
Lincoln College	£12.97	£13.96	7.1%
Corporate Support Solutions	£9.60	£9.32	-3.0%
Deans	£8.25	£8.49	2.8%

Table 6: Mean Gender Pay Gap – Part Time

Median GPG - Full Time			
	Female	Male	Difference
Lincoln College: All	£12.52	£14.52	13.8%
Lincoln College	£14.63	£17.07	14.3%
Corporate Support Solutions	£8.91	£11.36	21.6%
Deans	£9.76	N/A	N/A

Table 7: Median Gender Pay Gap – Full Time

Median GPG - Part Time			
	Female	Male	Difference
Lincoln College: All	£9.30	£11.36	18.2%
Lincoln College	£12.52	£14.51	13.7%
Corporate Support Solutions	£8.52	£8.52	0%
Deans	£8.45	£8.45	0%

Table 8: Median Gender Pay Gap – Part Time

Numbers: Bonus Pay				
	Female	Male	% Female	% Male
Lincoln College: All	7	10	1.3%	3%
Lincoln College	6	9	1.8%	3.8%
Corporate Support Solutions	1	1	0.6%	1.1%
Deans	0	0	0.0%	0.0%

**includes long service awards as per the regulation guidance (6 male and 4 female)*

Table 9: Bonus Pay – Proportion of Men and Women Receiving Bonus Pay

Mean Bonus Pay			
	Female	Male	Difference
Lincoln College: All	£857.14	£6,986.67	87.7%
Lincoln College	£500	£6,096.30	91.8%
Corporate Support Solutions	£3,000	£15,000	80%
Deans	£0	£0	0%

Table 10: Mean Bonus Pay

Median Bonus Pay			
	Female	Male	Difference
Lincoln College: All	£200	£200	0%
Lincoln College	£200	£200	0%
Corporate Support Solutions	£3,000	£15,000	80%
Deans	£0	£0	0%

Table 11: Median Bonus Pay

	The Gender Split in Each Pay Quartile - Headcount											
	Q1			Q2			Q3			Q4		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Lincoln College: All	166	49	215	137	78	215	123	92	215	103	112	215
Lincoln College	105	37	142	86	56	142	83	60	143	62	81	143
Corporate Support Solutions	48	18	66	54	13	67	41	26	67	32	35	67
Deans	5	1	6	4	2	6	4	2	6	5	0	5

Table 12: Headcount of Men and Women in Each Quartile of the Pay Structure

	The Gender Split in Each Pay Quartile - Proportion											
	Q1			Q2			Q3			Q4		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Lincoln College: All	77.2%	22.8%	100%	63.7%	36.3%	100%	57.2%	42.8%	100%	47.9%	52.1%	100%
Lincoln College	73.9%	26.1%	100%	60.6%	39.4%	100%	58.0%	42.0%	100%	43.4%	56.6%	100%
Corporate Support Solutions	72.7%	27.3%	100%	80.6%	19.4%	100%	61.2%	38.8%	100%	47.8%	52.2%	100%
Deans	83.3%	16.7%	100%	66.7%	33.3%	100%	66.7%	33.3%	100%	100.0%	0.0%	100%

Table 13: Proportion of Men and Women in Each Quartile of the Pay Structure

Lincoln College: All		
Quartile and Hourly Rate	% of Total Female	% of Total Male
Q1: £3.50 - £8.58	31.38%	14.80%
Q2: £8.65 - £12.52	25.90%	23.56%
Q3: £12.52 - £17.07	23.25%	27.79%
Q4: £17.07 - £106.97	19.47%	34%

Table 14

Lincoln College		
Quartile and Hourly Rate	% of Total Female	% of Total Male
Q1: £7.73 - £11.35	31.25%	15.81%
Q2: £11.35 - £14.29	25.60%	23.93%
Q3: £14.29 - £18.11	24.70%	25.64%
Q4: £18.11 - £106.97	18.45%	35%

Table 16

Corporate Support Solutions		
Quartile and Hourly Rate	% of Total Female	% of Total Male
Q1: £3.50 - £8.52	27.43%	19.57%
Q2: £8.52 - £8.72	30.86%	14.13%
Q3: £8.78 - £10.85	23.43%	28.26%
Q4: £10.96 - £48.58	18.29%	38%

Table 15

Deans		
Quartile and Hourly Rate	% of Total Female	% of Total Male
Q1: £6.96 - £8.45	27.78%	20.00%
Q2: £8.45 - £8.45	22.22%	40.00%
Q3: £8.45 - £8.65	22.22%	40.00%
Q4: £9.03 - £12.13	27.78%	0%

Table 17

Table 14 – 17: Pay Quartiles by Gender

	Gender Pay Gap Per Quartile											
	Q1			Q2			Q3			Q4		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Lincoln College: All	£8.30	£8.22	-0.97%	£10.13	£10.23	1.01%	£14.53	£14.22	-2.17%	£19.65	£21.00	6.47%
Lincoln College	£9.06	£9.02	-0.45%	£12.71	£12.67	-0.33%	£16.85	£16.37	-2.99%	£20.18	£21.76	7.26%
Corporate Support Solutions	£7.92	£7.82	-1.29%	£8.53	£8.55	0.28%	£9.33	£9.42	1.05%	£15.20	£15.92	4.51%
Deans	£7.97	£8.45	5.69%	£8.45	£8.45	0.00%	£8.45	£8.55	1.17%	£10.25	N/A	N/A

Table 18: Gender Pay Gap per Quartile