

Gender Pay Gap Extract – EDI Annual Report

The Lincoln College Group is committed to equality for all and this includes our work to continually strive to remove gender related barriers to equality.

As an employer of more than 250 people, we are required by UK law to publish our gender pay gap information, both on the [Government's Gender Pay Gap Service](#) and on our own [website](#).

The gender pay gap is not the same as equal pay, which measures whether men and women are paid the same for the same job. Instead, it compares the difference in women's and men's average earnings across an organisation at a point in time, regardless of their role.

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce.

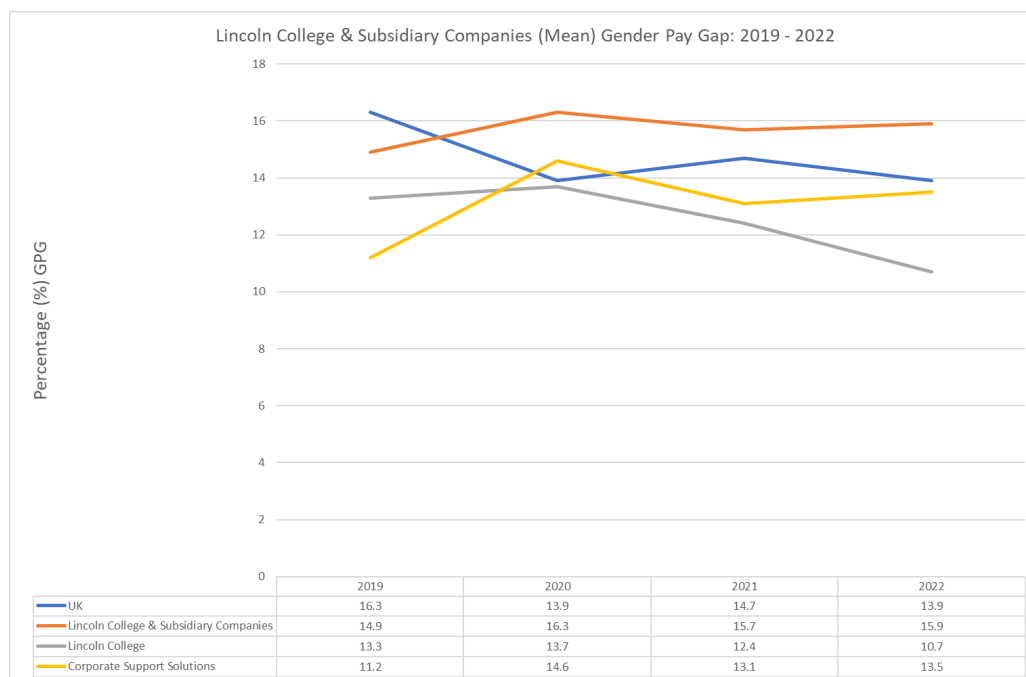
Employers are required to calculate and report the following six measures:

1. The mean (average) gender pay gap in hourly pay;
2. The median gender pay gap using hourly pay;
3. The percentage of men and women receiving bonus pay;
4. The mean gender gap in bonus pay;
5. The median gap in bonus pay;
6. The percentage of men and women in each hourly pay quarter* in a ranking of employees from lowest to highest paid per hour.

**Government guidance now uses the term 'quarter' rather than the statistical term 'quartile' used in previous guidance.*

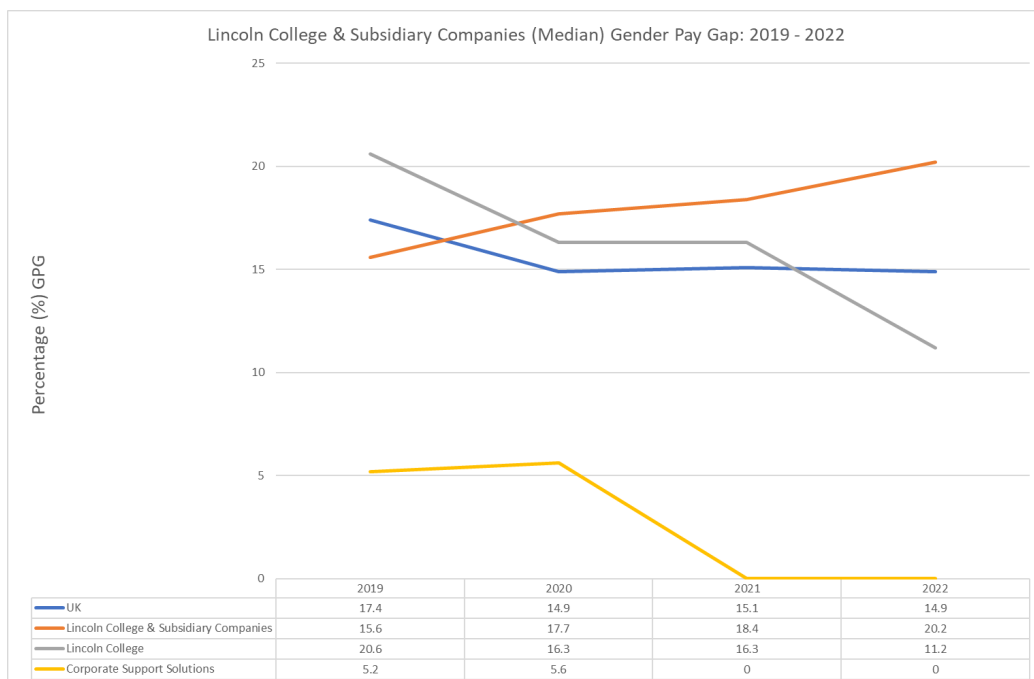
The overall Lincoln College Gender Pay Gap (including Lincoln College, Lincoln College Corporate Support Solutions and Deans Sport & Leisure) as at the snapshot date of 31 March 2022 was 15.9% (mean) compared to a UK average of 13.9%.

The Graph below shows how this has changed over time.



The overall Lincoln College Gender Pay Gap (including Lincoln College, Lincoln College Corporate Support Solutions and Deans Sport & Leisure) as at the snapshot date of 31 March 2022 was 20.2% (median) compared to a UK average of 14.9%.

The Graph below shows how this has changed over time.



In our organisation, women occupy 47% of the highest paid jobs (upper hourly pay quarter) and 65% of the lowest paid jobs (lower hourly pay quarter). The largest mean Gender Pay Gap is in the upper hourly pay quarter (highest paid) and stands at 10.7%.

In terms of the Bonus Pay Gap women earn 46p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 54.1% lower than men's; 0.6% of the female workforce receive a bonus compared to 1.7% of the male workforce.

The gender pay gap is a complex matter which is caused by a number of contributory factors, therefore, the college's commitment is made in line with our understanding that a period of time and exploration of a number of different actions may be needed in order to achieve our aim of closing our internal gender pay gap.

The gender pay gap (GPG) data provides a basic understanding of what the gender pay balance looks like within our organisation. However, to be able to target resources effectively to improve our GPG, it is essential to know more about the specific causes of any imbalance.

It is acknowledged that we have some work to do to go behind the headline figures to help us understand how our culture and actions can help us close the gap.

Work will continue as part of the People Plan (2022 – 2025) to further understand the following:

- Do people get stuck at certain levels within our organisation? The quartile breakdowns show the proportion of women and men at different levels but doesn't take into account our particular organisational seniority structure.
- Is there a gender imbalance in our promotions? Do women and men apply for promotion in proportions that match the composition of women and men at grades below?
- Are women more likely to be recruited into lower paid roles?

- Do men and women leave our organisation at different rates?
- Are we doing all that we can to support part time employees to progress?
- Are we supporting both men and women to take on caring responsibilities?

Further information can be found in the college's Gender Pay Gap Report 2022 which is available on the college's website.