



WCG Gender Pay Gap Report – October 2017

| | | | | |
|-----------------------------------|-------------|---------------|-------------------|---------------|
| Employees | Male | Female | Total | |
| | 482 | 844 | 1326 | |
| | | | | |
| Pay | Male | Female | Difference | |
| Mean | 14.82 | 12.38 | 16.6% | |
| Median | 14.51 | 11.32 | 21.95% | |
| | | | | |
| Pay | Male | Female | Male | Female |
| Upper (75-100%) | 230 | 24 | 91% | 9% |
| Upper Middle (50-75%) | 6 | 248 | 2% | 98% |
| Lower Middle (25-50%) | 83 | 171 | 33% | 67% |
| Lower (0-25%) | 56 | 198 | 22% | 78% |
| Totals | 375 | 641 | | |
| | | | | |
| Bonus | Male | Female | Difference | |
| Mean | 0.00 | 0.00 | 0% | |
| Median | 0.00 | 0.00 | 0% | |
| Number receiving bonus | 0 | 0 | | |
| Percentage receiving bonus | 0.00% | 0.00% | | |

The median figure of 22% reveals that typically, or overall, female employees have lower pay than male employees. However it is important to note that WCG's figures are distorted by the fact that the majority of lower paid roles; domestic assistants, catering assistants and

Learning support assistants are females, who also work on a part time basis. WCG offers a range of flexible working options which are available to all staff.

WCG undertakes biannual Equal Pay Audits which have demonstrated that there is not an Equal Pay issue at the College.



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