

WHC Group Gender Pay Gap 2020

The purpose of Gender Pay reporting is to show the difference between the average earnings of men and women. The data below represents the latest Gender Pay Gap data as at the end of March 2020 and will be updated annually.

This is the second year of figures reported since West Herts College merged with Barnfield College to become WHC Group in February 2019.

Gender	Mean Hourly Rate	Median Hourly Rate
Male	£17.87	£16.59
Female	£17.89	£16.19
Difference (Male - Female)	-£0.02	£0.40

	2020	2019	2018	2017
Mean Gender Pay Gap	-0.11%	2.52%	-1.77%	-2.27%
Median Gender Pay Gap	2.41%	4.74%	0.70%	0.25%

Commentary:

The figures presented are an accurate reflection of the greater number of females employed overall. When examining the data, the largest disparity is seen in the lower quartiles, where we have more women employed in part time roles

Quartiles 2020	Females per Quarter	Females %	Males per Quarter	Males %
1st Quartile (Lower)	151	71.90%	59	28.10%
2nd Quartile	129	61.43%	81	38.57%
3rd Quartile	129	61.43%	81	38.57%
4th Quartile (Upper)	140	66.35%	71	33.65%
Grand Total	549	65.28%	292	34.72%

During the 12-month collection period for Bonus Gender Pay Gap data only 5 employees received an Honorary payment (3 males and 2 females) for additional work or projects undertaken.

	All Staff 2019-20
Proportion of Males Receiving a Bonus	0.68%
Proportion of Females Receiving a Bonus	0.24%

	All Staff 2019-20
Mean Bonus Gender Pay Gap	28.56%
Median Bonus Gender Pay Gap	17.50%