

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% |