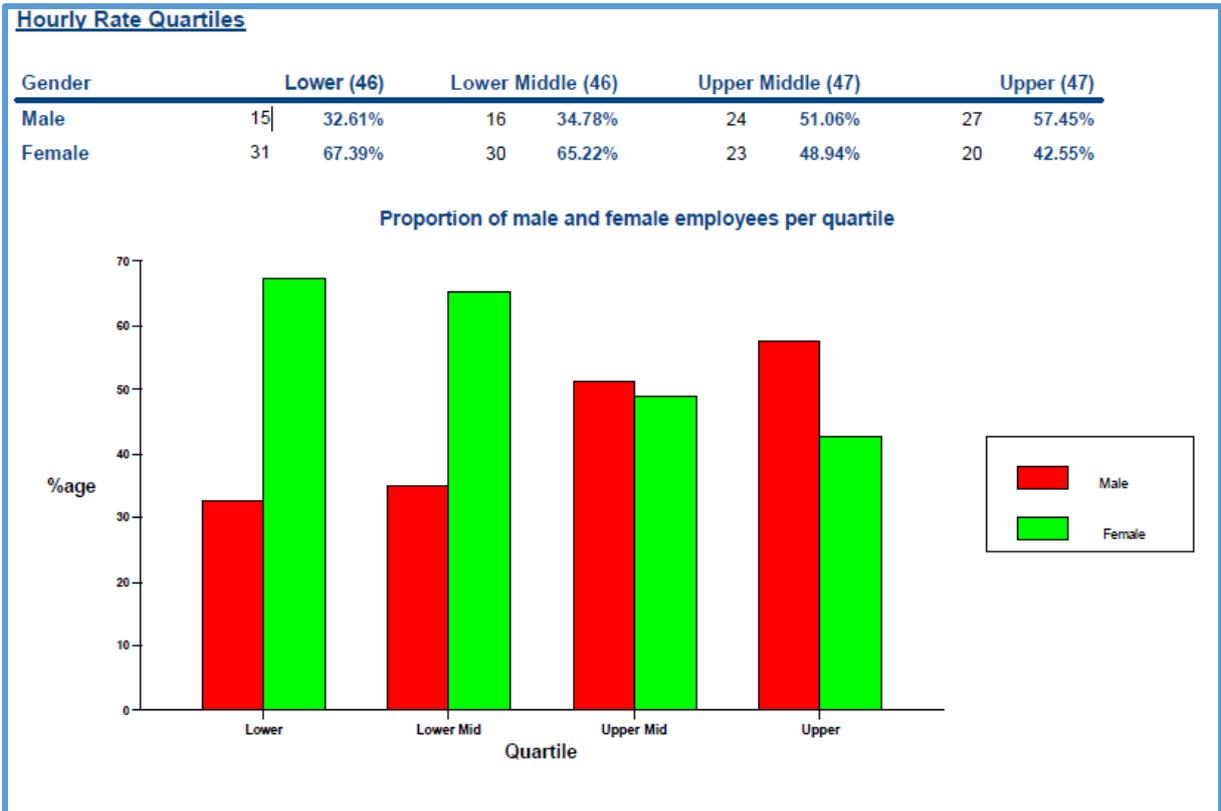


Hourly Rate Gaps

	Male	Female	Percentage Difference
Mean	20.47	18.23	10.94%
Median	23.15	20.29	12.35%



Bonus Gaps

	Male	Female	Percentage Difference
Mean	0.00	0.00	0.00%
Median	0.00	0.00	0.00%

Bonus Proportions

Number of Males receiving bonus:	0 / 82
Proportion of Males receiving bonus:	0.00%
Number of Females receiving bonus:	0 / 104
Proportion of Females receiving bonus:	0.00%

LRSFC GENDER PAY REPORT 2018

At Long Road Sixth Form College we are committed to promoting and maintaining equality of opportunity and freedom from discrimination and harassment on grounds of sex, race, disability, sexual orientation, marriage/civil partnership, pregnancy, gender reassignment, religion and belief or age, in line with the Equality Act.

Under UK legislation that came into force in April 2017, UK employers of more than 250 employees are required to publish their gender pay gap, in order to show the difference between the average earnings of men and women. This data is based on the hourly pay rates of full time and part time employees at a particular snapshot date of 31 March.

The mean pay gap is the difference between the average hourly rates of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly rates of male and female employees.

Long Road Sixth Form College is a member of the Sixth Form Colleges Association (SFCA) and the College adheres to the SFCA salary scales, for both Teaching Staff and Support Staff. A grading assessment is carried out for each Support Staff role and a salary grade assigned, within a set range of spine points. Teaching Staff are assigned a salary point predominantly based on years of service and experience and both Support and Teaching staff move through the pay scales annually, based on their performance.

Following publication of the first Gender Pay Gap Reports for March 2017, we were able to cross-analyse and whilst Long Road Sixth Form College held a 12.09% median gender pay gap, this was below the national median of 18.01% (for March 2017). We are not complacent about this and are keen to continue taking steps to close the gender pay gap at Long Road Sixth Form College and will analyse our March 2018 gender pay gap results against the national average, when they are published in the coming months.

As at 31 March 2018, there were 82 men employed at Long Road Sixth Form College, and 104 women.

Our 2018 figures represent a change in our mean gender pay gap which has decreased from 11.89% to 10.94%. We can attribute this decrease to the fact that more women have been recruited at a higher hourly salary point than men who were recruited in the period (April 2017 – March 2018), including a full-time female Principal. Furthermore, following the re-evaluation and grade assessment of Support Staff roles in September 2017, a significant number of female staff received a pay increase. Of the 21 individuals whose salary was regraded in September 2017, 71% were women.

However, our median gender pay gap has increased very slightly from 12.09% to 12.35%. This is the result of the retirement of a female member of the Senior Leadership Team, a post that has not been replaced.

Addressing the Gender Pay Gap

1. The College will continue to maintain a focus on closing the gender pay gap. Gender equality remains a core part of College strategy. We will review our internal equality reporting to ensure it measures our progress effectively and identifies action.

2. Our recruitment processes remain gender neutral and the College will continue to advertise all roles fairly and widely. We ensure all interviewers have undergone unconscious bias training.
 3. The College recognises the requirement for further Support Staff training for succession planning which has the potential of closing the gender pay gap. We also offer 'on the job' teacher training over 2 years, which allows a flexible way into teaching.
 4. As the National Living Wage increases year by year, we will be guided by the SFCA evaluating Support and Teaching staff salaries and will continue to undertake grade assessments for all new support staff roles.
 5. We are committed to encouraging flexible working and job share opportunities.
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