

Gender Pay Gap Statement

March 2019

Introduction

The South Thames Colleges Group comprises 4 College sites in South West London, formerly known as Kingston College, South Thames College, Merton College and Carshalton College. The College Group formed in August 2017 when the 4 colleges merged together into Kingston College, then renamed the South Thames Colleges Group.

Gender Pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year to record the pay gap between male and female employees. The Group is required to report based on a 'snapshot' date of 31 March 2018, with the requirement to publish no later than 30 March 2019.

South Thames Colleges Group is therefore required to complete the data analysis exercise and publish the outcomes. The legislation requires the Group to complete six calculations to assess the pay gap and these are described below.

The six key metrics are:

- the difference in the mean pay of full-pay men and women, expressed as a percentage
- the difference in the median pay of full-pay men and women, expressed as a percentage
- the proportion of men and women in each of four quartile pay bands
- the difference in the mean bonus pay of men and women, expressed as a percentage
- the difference in the median bonus pay of men and women, expressed as a percentage
- the proportion of men and women who received bonus pay

The previous pay gap data reported by the Group, in March 2018, was based on a 31 March 2017 'snapshot' date. As a result, the first exercise was based on the information that related to the Kingston College workforce prior to the merger with South Thames College and Carshalton College in August 2017. The information included for the 31 March 2018 'snapshot' is the first occasion that the report has been based on the data for the Group as a whole.

For information, the Gender Pay Gap information published last year (31 March 2017 collection date) was:

	Female	Male	Gap
Mean Pay	£16.95	£19.54	13.3%
Median Pay	£18.39	£20.40	9.8%

The following section captures the full information for the Group, based on a data collection date of 31 March 2018.

Gender Pay Gap Data (31st March 2018)

Mean Pay	<p>The mean gender pay gap is the difference between the mean (average) gross hourly pay of female employees (taken as a single group) and mean (average) gross hourly pay of male employees (taken as a single group).</p> <p>The percentage difference is:</p> <table border="1" data-bbox="300 439 887 524"> <thead> <tr> <th></th> <th>Female</th> <th>Male</th> <th>Gap</th> </tr> </thead> <tbody> <tr> <td>Mean Pay</td> <td>£16.79</td> <td>£19.12</td> <td>12.2%</td> </tr> </tbody> </table>		Female	Male	Gap	Mean Pay	£16.79	£19.12	12.2%																																														
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Median Pay	<p>The median gender pay gap is the difference between the mid-point (median) gross hourly pay of female employees (taken as a single group) and the mid-point (median) gross hourly pay of male employees (taken as a single group).</p> <p>The percentage difference is:</p> <table border="1" data-bbox="300 775 922 860"> <thead> <tr> <th></th> <th>Female</th> <th>Male</th> <th>Gap</th> </tr> </thead> <tbody> <tr> <td>Median Pay</td> <td>£16.01</td> <td>£19.18</td> <td>16.5%</td> </tr> </tbody> </table>		Female	Male	Gap	Median Pay	£16.01	£19.18	16.5%																																														
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Pay Quartiles	<p>The Pay Quartiles are based on a rank order of all the male and female full-pay relevant employees from the lowest hourly rate of pay to the highest hourly pay rate.</p> <p>The generated rank order is divided into four equal quarters to provide 4 pay bands or quartiles.</p> <table border="1" data-bbox="296 1043 1225 1375"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">Lower Quartile</th> <th colspan="3">Lower Middle Quartile</th> </tr> <tr> <th>All Staff</th> <th>Female</th> <th>Male</th> <th>All Staff</th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>324</td> <td>245</td> <td>79</td> <td>324</td> <td>218</td> <td>106</td> </tr> <tr> <td>Percentage</td> <td></td> <td>76%</td> <td>24%</td> <td></td> <td>67%</td> <td>33%</td> </tr> <tr> <th rowspan="2"></th> <th colspan="3">Upper Middle Quartile</th> <th colspan="3">Upper Quartile</th> </tr> <tr> <th>All Staff</th> <th>Female</th> <th>Male</th> <th>All Staff</th> <th>Female</th> <th>Male</th> </tr> <tr> <td>Number</td> <td>324</td> <td>190</td> <td>134</td> <td>324</td> <td>184</td> <td>140</td> </tr> <tr> <td>Percentage</td> <td></td> <td>59%</td> <td>41%</td> <td></td> <td>57%</td> <td>43%</td> </tr> </tbody> </table>		Lower Quartile			Lower Middle Quartile			All Staff	Female	Male	All Staff	Female	Male	Number	324	245	79	324	218	106	Percentage		76%	24%		67%	33%		Upper Middle Quartile			Upper Quartile			All Staff	Female	Male	All Staff	Female	Male	Number	324	190	134	324	184	140	Percentage		59%	41%		57%	43%
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Bonus Pay	<p>The proportion (in percentage terms) of male and female employees who received bonus pay during the period of 12 months preceding 31 March 2018.</p> <table border="1" data-bbox="296 1559 1066 1680"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Female</th> <th colspan="2">Male</th> </tr> <tr> <th>Number</th> <th>Percentage</th> <th>Number</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Bonus</td> <td>0</td> <td>0%</td> <td>0</td> <td>0%</td> </tr> </tbody> </table>		Female		Male		Number	Percentage	Number	Percentage	Bonus	0	0%	0	0%																																								
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