

Gender Pay Gap Report 2020

Date of snapshot: March 2019

As an institution with over 250 employees we are legally required to report on our gender pay gap using certain metrics.

We measure the single figure gender pay gap through two calculations, both important in showing the gender distribution of hourly pay at the College.

Explanation of the Calculations

The **mean pay gap** is an average calculated by adding the hourly pay rate of each member of staff together and dividing by the total staff body, per gender. Then the female mean is subtracted from the male mean, and the result divided by the male mean.

Our mean pay gap was calculated with the following formula:

Mean Male Hourly Wage - **Mean Female** Hourly Wage / **Mean Male** Hourly Wage:

- Mean Male Hourly Wage = $2430.69 / 139 = 17.48698$
- Mean Female Hourly Wage = $3458.55 / 231 = 14.97208$
- Mean Pay Gap = $(17.48698 - 14.97208) / 17.48698 = 14.4\%$

The **median pay gap** is calculated by arranging all of the hourly pay in ascending order and finding the middle value for each gender. Then the female median is subtracted from the male median, and the result divided by the male median.

Our median pay gap was calculated with the following formula:

Median Male Hourly Wage - **Median Female** Hourly Wage / **Median Male** Hourly Wage:

- Median Male Hourly Wage = 15.75
- Median Female Hourly Wage = 12.74
- Median Pay Gap = $(15.75 - 12.74) / 15.75 = 19.1\%$

For both mean and median pay gap percentages:

- A **positive percentage** indicates that an average male earns more than an average female.
- A **negative percentage** indicates that an average female earns more than an average male.
- A **zero percentage** represents parity between an average female and male.

A **quartile** is calculated by arranging the data in order of hourly pay and then dividing the list into four equal, smaller segments. We then ensure that if the quartile intersects a pay point (for example if there were staff at £20 ph in Q3 and Q4) that we divide the staff between the quartiles so there are an equal proportion of male and female staff at that pay rate in both quartiles.

These figures include all salaried and hourly staff according to their actual hourly rate of pay, not accounting for hours worked or take home salary.

Our Return

Amongst full pay staff our gender pay gap is as follows:

	March 19	March 18
Mean	14.38%	9.40%
Median	19.11%	7.20%

This is a significant increase on last year. Mean and median pay for both genders has risen in the last year. Staff numbers have changed due to reductions in staffing, natural wastage and minimal recruitment - this has had the unintended result of more males at the higher end of the staffing structure.

March 19	Male %	Female %
Quartile 1	28.0%	72.0%
Quartile 2	34.4%	65.6%
Quartile 3	42.4%	57.6%
Quartile 4	45.7%	54.3%
March 18		
Quartile 1	36.2%	63.8%
Quartile 2	36.8%	63.2%
Quartile 3	39.4%	60.6%
Quartile 4	41.5%	58.5%

There has been an increase in female employees in Q₁ (+8%) and Q₂ (+2.3%), and a decrease in Q₃ (-3%) and Q₄ (-4.1%). This is reflected in both mean and median results above.

As we pay no bonuses at Plymouth College of Art we are able to make no return on these data points.