

Gender pay gap report

The Passmores Co-Operative Learning Community (PCLC), in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees. The results of these statutory calculations can be found below.

PCLC is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development. All our posts are aligned to the nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

We have a higher proportion of females in every quartile, including the upper quartile. The workforce is made up of 366 staff, of which 301 are female, this illustrates that the overall pay gap is a result of the low proportion of males in the more junior grades.

Although we have a majority of women in the junior pay grades, we also have a majority of women in the leadership pay grades. Women also make up the majority at the more Senior levels of PCLC.

Snapshot date: 5th April 2021

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	24%	56%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	-	-

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	-
Female employees (% paid a bonus compared to all female employees)	-

Proportion of male and female employees according to quartile pay bands

	Male	Female	Total	Male %	Female %
Q1 - Lower	11	81	92	12%	88%
Q2 - Lower Middle	6	85	91	7%	93%
Q3 - Upper Middle	24	67	91	26%	74%
Q4 -Upper	24	68	92	26%	74%
	65	301	366	17.76%	82.24%

Median and Mean hourly rates in quartile pay bands

	Median		
	Male	Female	Difference
Q1	£9.57	£9.95	-3.90%
Q2	£10.33	£10.33	0.00%
Q3	£23.20	£21.30	8.16%
Q4	£33.52	£33.82	-0.88%

	Mean		
	Male	Female	Difference
Q1	£9.29	£9.66	-3.89%
Q2	£10.58	£10.69	-1.04%
Q3	£22.09	£21.04	4.76%
Q4	£37.38	£36.07	3.50%