

# Gender Pay Gap Report 2019





# Introduction

Leeds College of Building is committed to creating a diverse and inclusive place to work and learn.

This is reflected in our values:

## Accountable

to be responsible for our actions.

## Aspirational

to achieve excellence in all we do.

## Enjoyable

to have fun and succeed.

## Inspirational

to be creative and innovative in all we do.

## Respectful

to value diversity, care for and support each other and the environment.

Leeds College of Building specialises in delivering further and higher education related to the Built Environment and Construction Sector.

The College is committed to being an inclusive and diverse organisation and its success relies on the dedication, expertise and commitment of all its employees. We welcome employees from different backgrounds, beliefs and lifestyles and we are confident that we pay our employees equally for the work they do. However we also recognise that we have a gender pay gap which needs addressing.

Construction has traditionally been an industry with a majority male workforce and we are working hard through education and training to address some of the imbalances and misconceptions that have long prevailed. However, it will take time for changes to filter through the industry and we believe as more women take up roles in the sector and progress their careers the pay gap will in turn narrow.

There are encouraging signs that this is starting to have some effect and in two years since we published our first report the median pay gap has narrowed from 31.9% to 30.4% and the mean pay gap has narrowed from 25.9% to 22.4%.

We are committed to continuing the work to further reduce pay gaps between men and women through interventions and actions whilst ensuring all the College community has an opportunity to reach their potential.

I can confirm the information contained within this report is accurate and in line with the UK Governments Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and has been produced in accordance with ACAS guidance on managing gender pay.

Derek Whitehead  
Principal

# Context

Gender pay gaps are the outcome of economic, cultural, societal and educational factors. Some argue that they also reflect the outcomes of personal choice, whereas the decision to seek paid employment may be an individual choice. The outcome of that choice is strongly influenced by matters outside of the control of the individual concerned, and it is still the case that women’s choices are more constrained than those of men. The key influences on the gender pay gap are: part time working; occupational segregation; undervaluing of women’s work; unpaid caring responsibilities; pay discrimination; differences in human capital, the drivers are complex, and feed into each other...

(CIPD – Gender Reporting Guide 2017).

The Gender pay gap is a measure designed to show the difference between the gross hourly earnings for all men in an organisation and the gross hourly earnings of all women. This is different to equal pay, which compares pay for men and women doing the same work.

## What is mean?

The mean average involves adding up all the numbers and dividing the result by how many numbers were in the list. We calculate the mean average for both men and women’s hourly pay and report the percentage difference.

## What is median?

A median average involves listing all the above numbers in numerical order. If there is an odd number of results, the median average is the middle number, If there is an even number of results, the median will be the mean of the two central numbers. We calculate the median for both men’s and women’s pay and report the percentage difference.





What does our gender pay gap mean?

At the snapshot date 31March 2019, we had 395 full pay employees who were used to calculate our gender pay gap.

Our mean pay gap has reduced by 1% in the past year to 22.4%. The median pay gap has also reduced by 1.1% in the past year.

The median pay point for Senior Management is now the same for men and women, and the mean pay gap is now 22.5% (reduced by 12.6% in the past year).

The median pay for managers has increased to 7.1% (a notable difference from the previous 2.9%). This is due to more women entering management grades but not having progressed to top pay points for the grade yet. This will occur naturally over time and the gap should then narrow.



Data

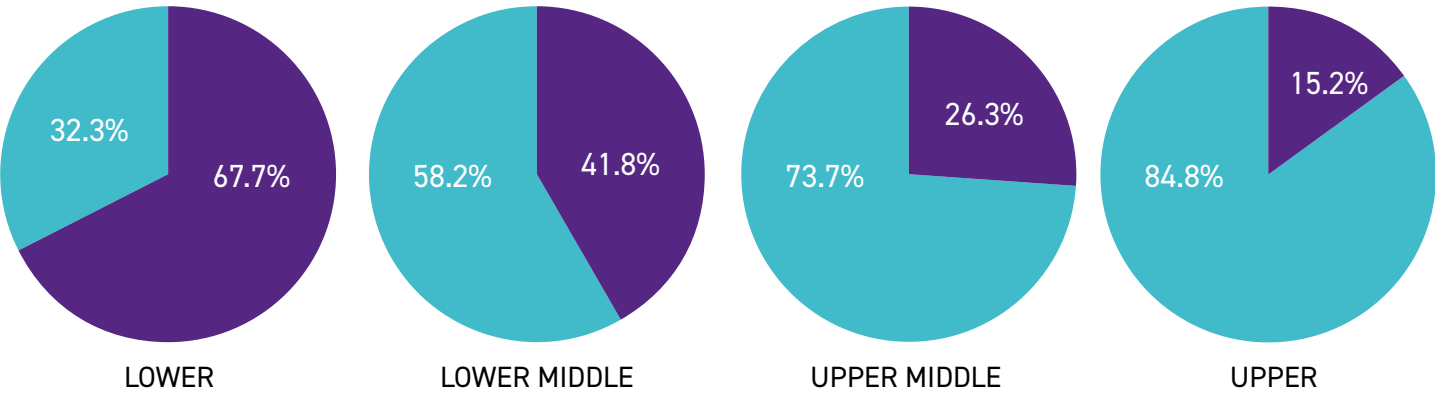
ALL EMPLOYEES  
MEAN AND MEDIAN GENDER PAY GAP

MEAN GENDER PAY GAP	
2018	23.4%
2019	22.4%

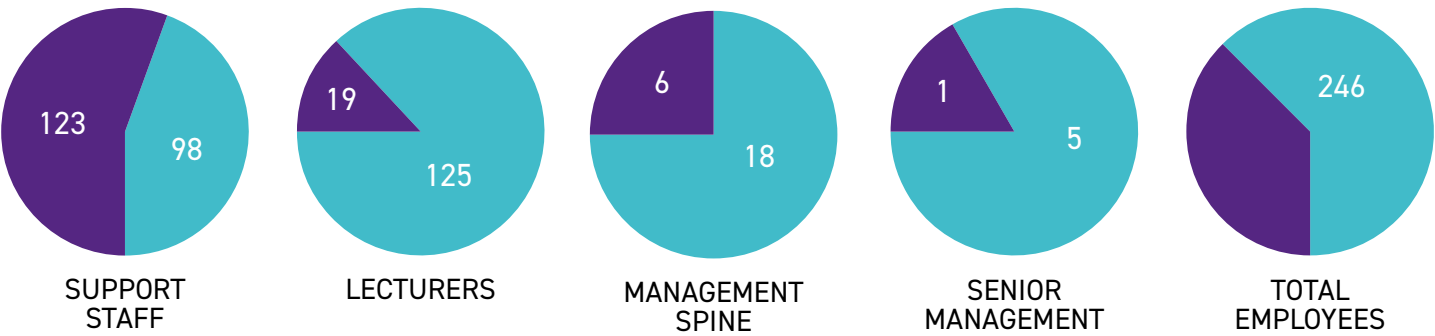
MEDIAN GENDER PAY GAP	
2018	31.5%
2019	30.4%

ALL EMPLOYEES  
QUARTILES BASED ON SALARY BANDINGS ILLUSTRATE THE GENDER DISTRIBUTION AT LCB  
ACROSS FOUR EQUALLY SIZED QUARTILES FROM THE LOWEST TO THE HIGHEST

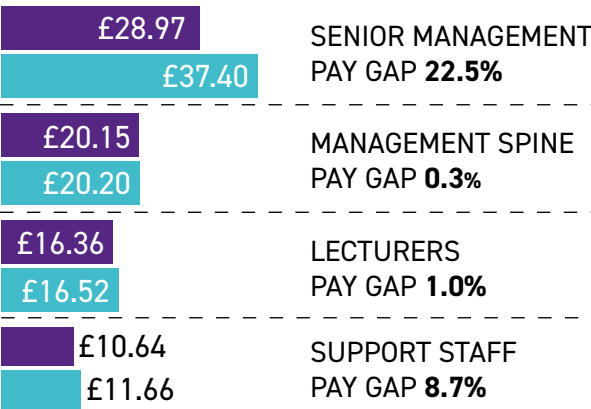
FEMALE  
MALE



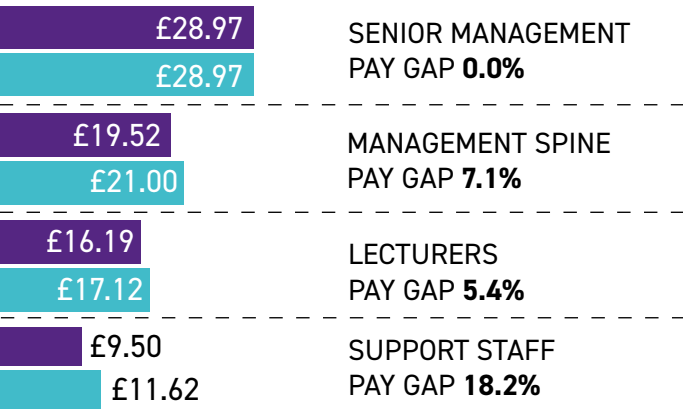
GENDER DISTRIBUTION BY ROLE



GENDER DISTRIBUTION BY ROLE  
MEAN



GENDER DISTRIBUTION BY ROLE  
MEDIAN





# Closing the gap

We are confident that our pay gaps are based on the distribution of men and women across the different levels and it is by tackling the distribution and increasing the number of women in the College that we can further close our gender pay gap.



We have provided **unconscious bias training** for all our managers and continue to do so.



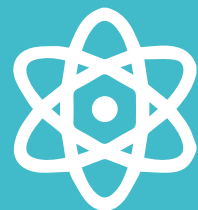
We recognise that women aren't progressing at the same rate as men within the organisation. To help address this we will provide development opportunities through our Aspiring & Inspiring Leadership & Management programs.



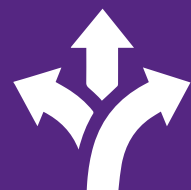
We will continue to **review recruitment practices** ensuring the promotion and progression of females are considered, whilst ensuring that the best candidate for the role is appointed regardless of gender and/or other factors.



We **promote female role models** on our vacancy pages and will continue to promote construction and the built environment as a career pathway for women to choose.



We will continue to have close connections with **WISE** (Women in Science and Engineering).



We state on all our adverts that we offer flexible working and will continue to support and **actively promote flexible working** for all through recruitment campaigns and other documentation irrespective of role or level.

