



Gender Pay Gap Report 2019

In line with all other organisations of more than 250 employees, HSDC is required to publish specific calculations showing the difference between the pay for male and female employees. This requirement was introduced under the Equality Act (Gender Pay Gap Information) Regulations 2017.

The College is required to analyse and report on the average rates of pay for its male and female employees. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees' data.

The calculations are:

1. Mean gender pay gap
2. Median gender pay gap
3. Mean bonus gender pay gap
4. Median bonus gender pay gap
5. Proportion of males and females receiving a bonus payment
6. Proportion of males and females in each quartile band

The College has undertaken these calculations based on the gender pay gap reporting legislation. The Colleges' snapshot date for the above calculations was 31 March 2019 which includes the staff from the former Havant College.

Gender Pay Gap Results

- The College's mean gender pay gap % is 10.82%
- The College's median gender pay gap % is 21.12%
- The College's mean bonus gender pay gap % is 0%
- The College's median bonus gender pay gap % is 0%
- The proportion of males and females in each quartile band is:

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	75.77%	70.61%	63.16%	59.03%
Male	24.23%	29.39%	36.84%	40.97%

HSDC merged with Alton College, 1st March 2019, making this the first Gender Pay Gap Report for the merged College. The additional staff included in the calculation of this year's report has contributed to a difference in figures compared to last year's report. HSDC welcomes the opportunity to publish gender pay statistics and prides itself on being an inclusive employer and we are confident that men and women are paid equally for doing the same job at the College. We are working hard to address any imbalances in the workforce through inclusive and diverse recruitment strategies and ensuring opportunities for development are available regardless of gender.

The gender balance at our College is fairly typical of the sector but we continually strive for improvement.

Leona Berry
Vice Principal Organisational Development & People