



**MORLEY COLLEGE LONDON
GENDER PAY REPORT
2019**

As an organisation employing more than 250 people, Morley College London is required by law to publish annually gender pay gap information showing the difference in average earnings for men and women. Below is the data for the snapshot date of 31 March 2019.

Mean gender pay gap	0.11%
Median gender pay gap	-1.4%
Mean bonus gender pay gap	0%
Median bonus gender pay gap	0%
Proportion of male employees who receive a bonus	0%
Proportion of female employees who receive a bonus	0%

Pay quartiles by gender

Band	Males	Female
Lower quartile	34.8%	65.2%
Lower middle quartile	36.5%	63.5%
Upper middle quartile	31.2%	68.8%
Upper quartile	34.1%	65.9%

Statement

Gender equality of pay is in place at Morley College London. Again for the third year of reporting the data shows no material pay gap, with the average hourly rates of pay for men and women across the organisation being very similar. The gender pay gap is slightly different depending on what average is used, standing at 0.11% for the mean average (slightly in favour of men), and -1.4% for the median average (slightly in favour of women).

The College takes its commitment to gender equality seriously and is active in taking steps to ensure that it is an inclusive and diverse place to work and study. Such measures include:

- Widely advertising vacancies.
- A competency based approach to recruitment which includes a “blind” shortlisting process. Assessment of candidates against objective non-discriminatory criteria, with appointments being made on the basis of merit against them.
- Setting fixed pay scales for roles of the same type across the organisation.
- The provision of equality and diversity training for staff, with specific recruitment and selection training for managers.
- Providing flexible working options where possible to allow staff to manage their work life balance and a suite of family friendly policies offering provision over and above statutory provisions.
- Careful monitoring of equality and diversity data in relation to all aspects of employment with a comprehensive report being received by the senior management team and the board, with an action plan in place to address any areas of concern.
- Organisational membership of the Women’s Leadership Network.

The College’s workforce is largely female, with women making up 68% of staff covered by this report and men 32%. The quartile information shows that women are generally well represented at the College across all pay quartiles, albeit in slightly lower proportions other than the upper middle quartile.

While the results of our gender pay gap report are positive, Morley College London is not complacent and is committed to both eliminating the gender pay gap and assuring equal pay for equal value. We are currently working on the following:

- Implementing a job evaluation scheme to ensure the College has a simple, fair and transparent system.
- Including equality and inclusion statements in our recruitment materials for senior roles where women are underrepresented in the College
- Providing leadership training to College managers to promote progression into leadership roles.

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