

GENDER PAY REPORT

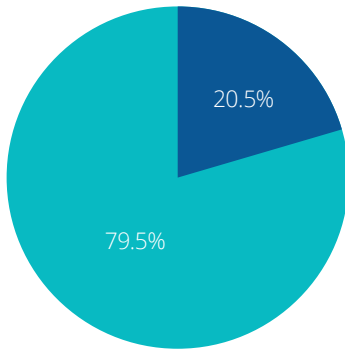
The Gender Pay Gap is a measure of the difference between men's and women's average earnings across an organisation and is expressed as a percentage of men's earnings. The data below represents the gender pay data for Wiltshire College as at the end of March 2017.

Wiltshire College is confident that male and female staff are paid equally for performing equivalent work. The difference in average pay between men and women is as a result of roles in which men and women work within the organisation and the salaries these roles attract. As can be seen in the charts below, in the lowest quartile (band A) the balance of the workforce is significantly female (79.5%), in the top 3 quartiles (bands B to D) the percentage split of males and females is approximately 50/50.

Wiltshire College is committed to equal Gender Pay and will continue with the successful initiatives taken to date to maintain this position.

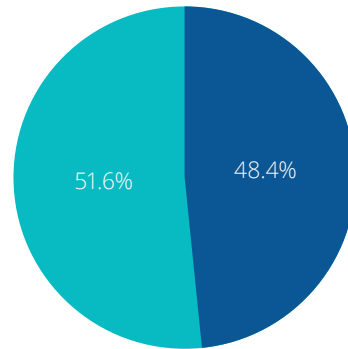
PAY GAP DIFFERENCE BETWEEN MALE AND FEMALE EMPLOYEES

	Mean	Median
Hourly rate of pay	9.8%	9.9%



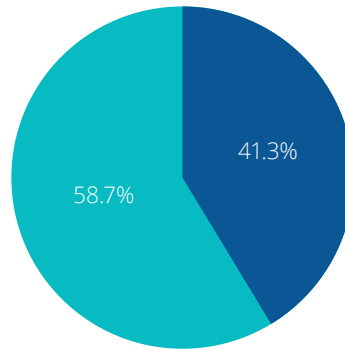
MALE FEMALE

Band A



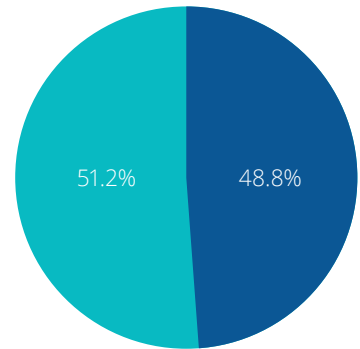
MALE FEMALE

Band B



MALE FEMALE

Band C



MALE FEMALE

Band D