

Wirral Met College Gender Pay Gap Reporting for 2018 to 2019:

Difference in mean hourly rate of pay	6.0%	
Difference in median hourly rate of pay	7.2%	
Difference in mean bonus pay	0.0%	
Difference in median bonus pay	0.0%	
	Males	Females
Percentage of employers who receive bonus pay	0.0%	0.0%
Employees by pay quartile	Male	Female
Upper quartile	42.6%	57.4%
Upper middle quartile	42.2%	57.8%
Lower middle quartile	31.9%	68.1%
Lower quartile	25.0%	75.0%

The College has reviewed its rates of pay by gender for each role in the College and there is clear pay parity between males and females for the same posts in the College. Instead, the gender pay gap represents:

- 1) The College's administration roles are predominately held by females (87%). The difference between male and female pay within this role is 0.2% but this is responsible for 3.7% of the gender pay gap.
- 2) The College attempts to maintain as many roles in-house as possible rather than outsourcing them. The result is a more stable and secure workforce for many of the lowest paid jobs within the College. However, those roles, such as cleaning are held predominately by females (73%). The difference in pay between males and females for cleaning roles is 0.0% although this is responsible for 0.4% of the gender pay gap.
- 3) There are a high number of learning support caring roles held within the College which are predominately held by females (74%). The difference between male and female pay within this role is -0.4% but this is responsible for 0.4% of the gender pay gap.

The above factors average downwards female pay in comparison to males for the organisation as a whole, although within those roles there is pay parity for males and females. This would however, be expected for an organisation with a clear and transparent pay structure and posts awarded on the basis of merit.