



Wirral Met College

Gender Pay Gap Reporting:

In line with the Government's requirement for gender pay reporting, Wirral Met College's information is as follows:

Average Rates

| | |
|----------------------------|------------|
| Women's hourly mean rate | 3.1% lower |
| Women's hourly median rate | 0.0% lower |

(Source – March 2017 payroll)

The following information shows the balance of male to female employees, within each pay quartile. It should be noted that this relates to each individual employee, which includes full and part time staff.

| Pay quartile | % employees Male | % employees Female |
|-----------------|------------------|--------------------|
| 1 st | 36.4% | 63.6% |
| 2 nd | 34.7% | 65.2% |
| 3 rd | 33.1% | 66.9% |
| 4 th | 38.2% | 61.8% |

(Source – March 2017 payroll)

The college has a higher proportion of part-time female staff and the full time equivalent profile of staff is 36.8% Male 63.2% Female.

Bonus Pay

The College does not operate bonus pay as such there are no pay differentials for bonuses.