

Gender Pay Gap Report 2018 / 2019

The gender pay gap shows the difference in average earnings between all men and women in an organisation. The gender pay gap is not as a result of people being paid differently for the same job. It occurs because of the distribution of genders within the workforce.

Leeds College of Music is an inclusive employer. We use a recognised job evaluation system and have robust and published criteria for any discretionary awards made to staff which means we are confident that men and women are paid equally for doing the same job. In addition, we provide enhanced maternity, paternity and adoption pay for all staff, and encourage and support flexible working.

Leeds College of Music employed staff across 422 contracts in April 2018. Of these, 168 (39.8%) were held by female staff.

Leeds College of Music does not operate a bonus scheme for any staff, so there is no data for this.

Leeds College of Music's mean Gender Pay Gap is 14.3%

Leeds College of Music's median Gender Pay Gap is 23.20%

The gender balance in each quartile is as follows:

	Male%	Female%
Quartile 1 (lowest paid)	51.5	48.5
Quartile 2	49.5	50.5
Quartile 3	65.4	34.6
Quartile 4 (highest paid)	70.9	29.1

There has been an increase in both the mean and median gender pay gap from 2017 to 2018. The rise is due to the spread of the roles occupied by women. Although the difference in women employed in higher roles is narrowing, which is positive, we have seen a rise in women employed in the lower 2 quartiles and a decrease in the number of men employed in these roles. This significantly affects the median pay gap.

The figures reported last year, for April 2017, showed:

Leeds College of Music's mean Gender Pay Gap was 11%

Leeds College of Music's median Gender Pay Gap was 16.2%

The gender balance in each quartile was:

	Male%	Female%
<i>Quartile 1 (lowest paid)</i>	<i>58.8</i>	<i>41.2</i>
<i>Quartile 2</i>	<i>59.8</i>	<i>40.2</i>
<i>Quartile 3</i>	<i>70.4</i>	<i>29.6</i>
<i>Quartile 4 (highest paid)</i>	<i>72.2</i>	<i>27.8</i>

What Leeds College of Music Is Doing

While the number of female staff employed as a whole is a concern, analysis of the data highlights two key areas which contribute to our gender pay gap.

The first is the number of female academic staff employed in management posts and as Principal Lecturers, and the second is the number of female staff in executive leadership roles.

Attracting more female applicants to job vacancies is important, as is retaining the female staff that we already employ. Consideration of where posts are advertised, and publicising the wider benefits available for employees, may assist with attracting more female applicants.

We have introduced anonymous shortlisting for all our vacancies but the impact (if any) will not be evident for a few years.

We have introduced a staff network to promote gender equality in leadership. This has included speakers and workshops at staff development days, and an exhibition during our award winning Sounds like THIS Festival. It is an initiative designed to raise aspirations and create opportunities to support one another into and during leadership. Over time, it is intended that this will help address the key issues that contribute to our pay gap.

Gerry Godley
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Leeds College of Music