



Gender Pay Gap Report 2020/21

Introduction

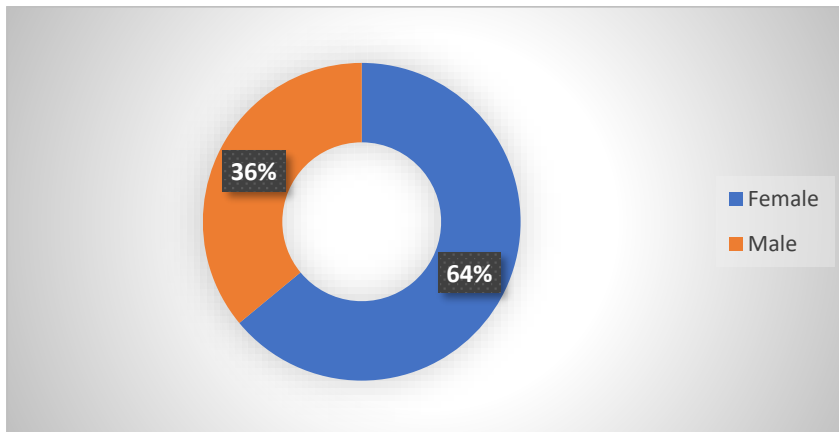
Employers with more than 250 employees are required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As of April 2021, Langley has 265 employees.

As an employer we are committed to creating equal opportunities for all staff regardless of gender. Publication of our gender pay gap, alongside actions and initiatives to address these, are differentials are key to creating and retaining a diverse workforce.

2. Gender Pay Gap Data

The figures for 2020/2021 are set out below.

Workforce data



This chart shows that 64% (170 of 265) employees are female, and 36% (95 of 265) employees are male.

Key to terminology:

- Mean hourly rate: the difference between the average men's and mean average women's pay
- Median hourly rate: the difference between the mid points in the range of men's and women's pay

	Gender Pay Gap
Mean pay gap	26%
Median pay gap	48.8%



	Male	Female
Upper quartile	59.1%	40.9%
Upper middle quartile	34.8%	65.2%
Lower middle quartile	22.7%	77.3%
Lower quartile	26.9%	73.1%

Bonuses

There are no bonuses paid to employees.

3. Proposed Actions

Langley has a clear commitment to equalities both in the provision of its services to students and to its staff and is committed to the reduction of the gender pay gap wherever possible.

To do this we will ensure:

- That we continue to use a variety of advertising methods for our vacancies to allow a diverse range of candidates to be reached.
- That through use of our Apprenticeship Levy, a structured framework will be put in place to focus on the talent management and development of our staff. This will enable staff to develop the knowledge and skills to progress where opportunities become available.
- We will undertake a job evaluation and external benchmarking exercise to ensure that our pay is reflective of market value. This will enable us to maximise the attractiveness of our employment offer to prospective applicants.

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