



Gender Pay Gap Report March 2019

This is a statutory requirement for any employer who employs more than 250 staff. Each employer is required to analyse salary data based on the mean, median and quartiles for all staff. The snapshot date for the public sector is **31 March**.

Summary of Results for BHASVIC

All our employees are paid on nationally negotiated pay scales for staff in Sixth Form Colleges with annual increments and an annual percentage cost of living pay rise. No bonuses were paid to our staff during the reporting period. A positive percentage in the mean and the median indicates the amount on average that men are paid more than women at the College.

Many of our support staff work term time only but are paid over the full year. Therefore, in line with Acas guidance, an adjustment has been made to the calculated hourly rate for these members of staff to ensure it accurately reflects their rate of pay for their hours worked. The calculation used to make this adjustment has been checked for accuracy by ensuring that term time only staff have the same hourly rate as full year staff on the same point on the pay scale, once the adjustment has been made. This is a change from previous years, when we did not make this adjustment to the reported figures. As 80% of term time only support staff are female, using a more representative hourly rate for this group has reduced the gender pay gap which appeared to exist in previous years. Last years' figures are provided for comparison.

Due to the nature of the different contracts within the College, it is interesting to look at the data split by job groups. The gender pay gap for the senior management team has reduced very slightly compared to 2018. However, the data is very similar to the previous year as pay is determined based on the role held and there have been no changes within this team since the previous year's report

The teaching staff gender pay gap has also reduced. This is partly due to an increase in the proportion of teacher managers who are female compared to the previous year. It is also worth noting that the teaching staff quartiles each contain 46 people, yet there are 105 people on the same hourly rate, due to all being paid at the top of the teachers' pay spine.

All Staff


	Mean	Median	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
2019	5.70%	5.81%	F 68.3% M 31.7%	F 69.6% M 30.4%	F 58.2% M 41.8%	F 73.4% M 26.6%
2018	6.68%	11.20%	F 69.2% M 30.8%	F 65.4% M 34.6%	F 51.9% M 48.1%	F 77.2% M 22.8%

Breakdown of job groups

	Mean	Median	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Senior Management Team 2019	39.2%	36.2%	<i>F 100%</i> <i>M 0%</i>	<i>F 100%</i> <i>M 0%</i>	<i>F 0%</i> <i>M 100%</i>	<i>F 0%</i> <i>M 100%</i>
2018	39.79%	37.08%	F 100% M 0%	F 100% M 0%	F 0% M 100%	F 0% M 100%
Teaching Staff 2019	3.82%	0	F 74% M 26%	F 32.6% M 67%	F 87% M 13%	F 72% M 28%
2018	4.23%	0	F 64.9% M 35.1%	F 15.8% M 84.2%	F 100% M 0%	F 63.2% M 36.8%
Support Staff 2019	-3.7%	-1.6%	F 68% M 32%	F 69% M 31%	F 69% M 31%	F 72% M 28%
2018	-3.8%	-0.31%	F 60.0% M 40.0%	F 77.1% M 22.9%	F 68.6% M 31.4%	F 67.6% M 32.4%

Supporting Statement

I can confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents Gender Pay Gap data for BHASVIC.

Signed: 
William Baldwin, Principal

Date: 19 December 2019