



Gender Pay Gap Report March 2022

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** each year.

Summary of Results for BHASVIC

Mean	Median	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
3.81%	12.13%	F 63.04% M 36.96%	F 80.43% M 19.57%	F 65.22% M 34.78%	F 65.93% M 34.07%

The mean and median pay gap have both increased compared to the previous year, this does not follow the trend which has been occurring since reporting began in 2017 (see chart 1 below). The increase in the mean is only 0.5%, however the median has increased by over 10%.

Due to the nature of the different contracts within the College, it is important to look at the data split by job groups in order to gain full insight.

Breakdown of job groups

	Mean	Median	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Teaching Staff	3.52%	0	F 73% M 27%	F 85% M 15%	F 50% M 50%	F 63% M 37%
Support Staff	-11.32%	-13.11%	F 54% M 46%	F 64% M 36%	F 85% M 15%	F 79% M 21%
Senior Management Team	46.70%	41.08%	F 100% M 0%	F 100% M 0%	F 0% M 100%	F 0% M 100%

Commentary

For the first time since reporting began the mean and median gender pay gap have increased. The incremental increase for the mean is marginal at 0.5%, it will be interesting to see if this stabilises or continues to increase in 2023 allowing for a more accurate analysis of this change. The median has increased dramatically by 10.51%. When broken down by job group it is apparent the source of the increase is within Support Staff sector. We infer that this growth is due to the difference in the hourly rates for male staff increasing on the upper pay scale from previous years. This can be viewed positively as it indicates we are recruiting more males to higher level roles in support staff where males are most significantly unrepresented. Therefore, we are moving to a more even gender distribution in this area.

We have structured pay spines for both support staff and teachers, which means that a large number of staff are paid at exactly the same rate. Therefore, the quartiles do not give an accurate representation of the pay gap between male and female staff. For example, we have 118 Teaching staff who are paid the same hourly rate due to being at the top point of the teachers' pay spine, but only 92 or 91 staff in each quartile so these 118 are spread across the lower middle, upper middle and upper quartiles. Of the 118 teaching staff paid at the top of the Teacher's pay spine, 69% are female and 31% are male. This is representative of our staff, of which 68% are female and 32% male. This effect is more significant in the quartiles for Teaching Staff, which each contain 52 or 51 people.

The mean gender pay gap for teaching staff has reduced to 3.52% (compared to 3.58% in 2021). This is due to in part to an increase in the proportion of female teaching staff holding management positions.

The mean gender pay gap for support staff this year is -11.32% in favour of female staff (compared to -8.31% in 2021). This is a decrease in the mean which indicates that the difference of pay between the male and female staff has increased in favour of female staff. Although, as mentioned above, we have hired more males into higher paid roles in support, there is still a significant difference in the male female split in favour of females and therefore overall average pay for females remains significantly higher. In order to maintain consistency across our support roles, the jobs go through a structured Job evaluation process which can be requested by any member of staff whenever there is a substantial change to their job description. The job evaluation panel consists of both male and female staff, and always includes a Trade Union representative.

The data for the senior management team remains the same as the previous three years as there have been no staffing changes in this team.


Additional notes

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.

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: 30 March 2023