



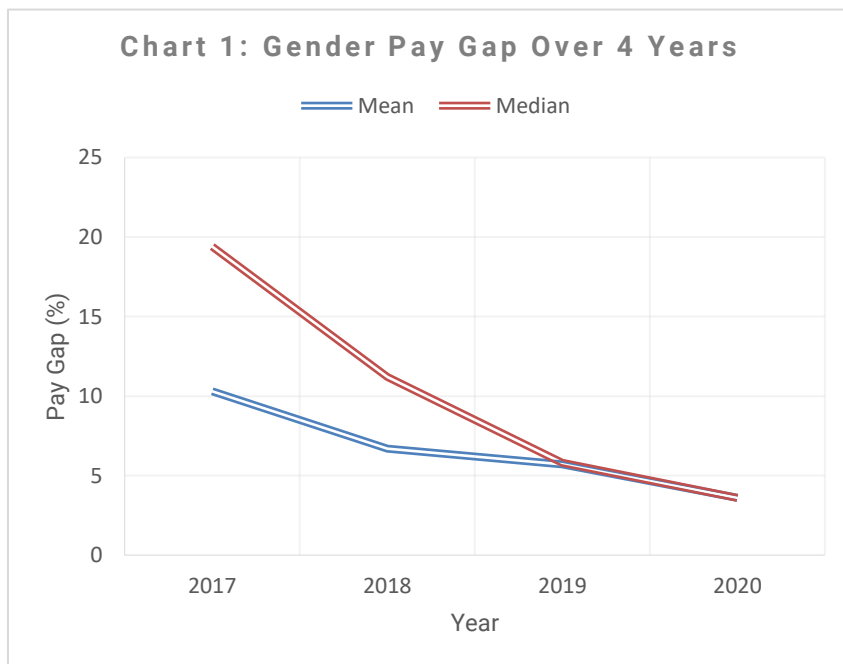
Gender Pay Gap Report March 2020

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

Mean	Median	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
3.64%	3.64%	F 63% M 37%	F 80% M 20%	F 64% M 36%	F 58% M 42%

The mean and median pay gap have both decreased compared to the previous year, following a trend which has been occurring since reporting began in 2017 (see chart 1 below).



Due to the nature of the different contracts within the College, it is interesting to look at the data split by job groups.

Breakdown of job groups

	Mean	Median	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Teaching Staff	3.59%	0	F 73% M 27%	F 65% M 35%	F 71% M 29%	F 53% M 47%
Support Staff	-8.99%	-7.56%	F 58% M 42%	F 61% M 39%	F 74% M 26%	F 76% M 24%
Senior Management Team	39.22%	36.25%	F 100% M 0%	F 100% M 0%	F 0% M 100%	F 0% M 100%

Commentary

The mean and median gender pay gap are decreasing year on year, which can be partly attributed to a support staff pay review which took place in 2018, but also to an increase in female teaching staff holding management positions.

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 106 Teaching staff who are paid the same hourly rate due to being at the top point of the teachers' pay spine, but only 83 staff in each quartile so these 106 are spread randomly across the upper middle and upper quartiles. Of the 106 teaching staff paid at the top of the Teacher's pay spine, 68% are female and 32% are male. This is representative of our staff, of which 66% are female and 34% male. This effect is more significant in the quartiles for Teaching Staff, which each contain either 48 or 49 people. The 106 people paid at the top of the Teachers' pay spine are spread across the lower middle, upper middle, and upper quartiles.

The mean gender pay gap for teaching staff has reduced to 3.59% (compared to 3.82% in 2019). This is due to an increase in the proportion of female teaching staff holding management positions.

The mean gender pay gap for support staff has increased in favour of female staff, to -8.99% (compared to -3.74% in 2019). This is partly due to 4 roles going through the College's job evaluation process and increasing in grade, all of which are held by female members of staff. Job evaluation is a structured process which can be requested by any member of staff whenever there is a change to their job description. The job evaluation panel consists of both male and female staff, and always includes a Trade Union representative. In addition, the post of information systems officer was vacant on the snapshot date. This is one of our higher paid support staff roles, and had previously been filled by a male member of staff. Further, 4 female staff who were paid at the lowest grade on the pay spine left and were either replaced by male candidates or not replaced.

The data for the senior management team remains the same as the previous two years as there have been no staffing changes in this team. A new senior role, Director of Digital Strategy, has been introduced and has been filled by a female member of staff. However, this role does not sit on the senior management team so has been included in the data for Teaching Staff, rather than SMT.

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: 03 December 2020