



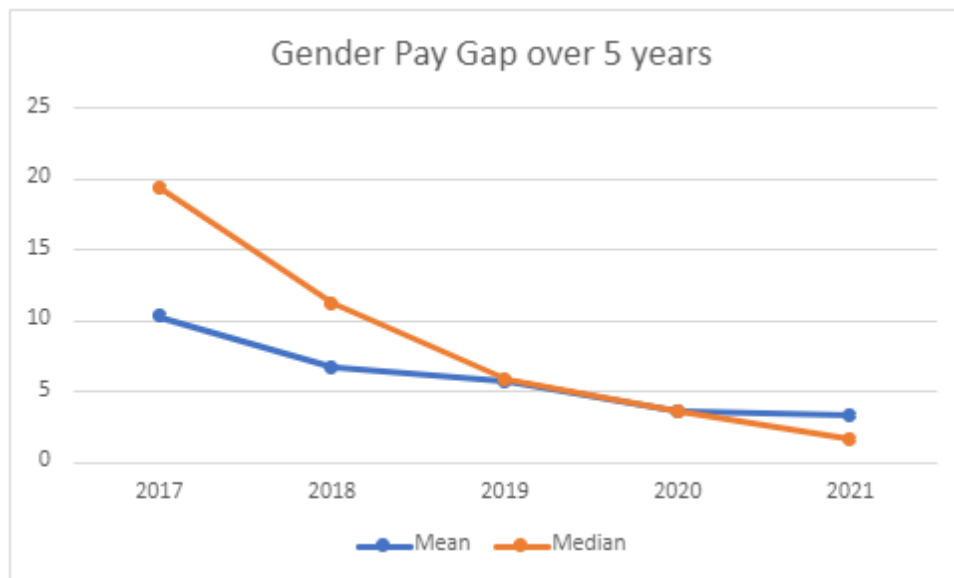
Gender Pay Gap Report March 2021

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
3.31%	1.62%	F 60% M 40%	F 76% M 24%	F 79% M 21%	F 47% M 53%

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	3.58%	0	F 74% M 26%	F 91% M 9%	F 43% M 57%	F 57% M 43%
Support Staff	-8.31%	-17.02%	F 65% M 35%	F 57% M 43%	F 72% M 28%	F 77% M 23%
Senior Management Team	46.69%	41.08%	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, with the median decreasing at a faster rate than the mean, indicating more females are now paid above the average at the higher end of the range. It will be interesting to see if this trend continues as we gather more data in the coming years.

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 109 Teaching staff who are paid the same hourly rate due to being at the top point of the teachers' pay spine, but only 90 or 91 staff in each quartile so these 109 are spread across the upper middle and upper quartiles. Of the 109 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 67% are female and 33% male. This effect is more significant in the quartiles for Teaching Staff, which each contain 46 people.

The mean gender pay gap for teaching staff has reduced to 3.58% (compared to 3.59% in 2020). 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 -8.31% in favour of female staff (compared to -8.99% in 2020). Despite the slight decrease in this percentage, it is still a substantial difference between male and female staff. 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: 19 October 2021