



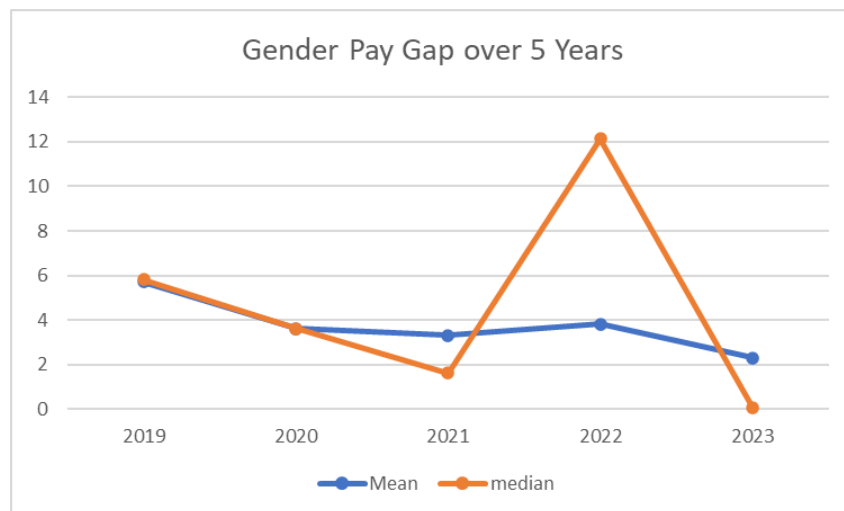
Gender Pay Gap Report March 2023

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
2.30%	0.05%	F 64.04% M 35.96%	F 70.79% M 29.21%	F 64.04% M 35.96%	F 68.54% M 31.56%

Last year for the first time since we started recording there was a slight increase in the mean pay gap and a significant increase in the median. This year's data demonstrates a significant decrease in both the mean and median and a welcome return to the previous trends of a declining pay gap.



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 (comparison to last year in brackets if different):

	Mean	Median	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Teaching Staff	0.58% (3.52%)	0	F 57% (73%) M 43% (27%)	F 56% (85%) M 44% (15%)	F 78% (50%) M 22% (50%)	F 65% (63%) M 35% (37%)
Support Staff	-13.05% (-11.32%)	-10.40% (-13.11%)	F 53% (54%) M 47% (46%)	F 71% (64%) M 29% (36%)	F 74% (85%) M 26% (15%)	F 82% (79%) M 18% (21%)
Senior Leadership Team	39.17% (46.70%)	36.30% (41.08%)	F 100% M 0%	F 100% M 0%	F 0% M 100%	F 0% M 100%

Commentary

When looking at different staff groups, the pay gap has reduced in all areas except for the support staff median where there has been an increase in favour of females.

There has been a significant decrease in the pay gap for teaching staff which is now at a mere 0.58%. This is owing to a number of factors. The first is that there are now significantly more female teacher managers (this includes Head of Department, tutorial coordinators and department assistants). We have also seen an increase in female managers as a result of encouraging job shares in these roles. Last year a tutorial allowance was introduced to personal tutors and this has inflated the hourly rate of pay for staff members who have a tutorial group. As there are significantly more personal tutors who are female this has also contributed to the narrowing of the pay gap in this group. Finally, the highest paid teachers are the Heads of Faculty, and this group was previously 100% male until last year in which there was a more even distribution of 1 female and 2 males.

In support staff the pay gap continues to be in favour of females however, this is slowly decreasing, and we hope to see the more even distribution of gender in this area continue. This difference is owing to the male female split of higher paid roles in support staff which remains to be in favour of females and therefore overall average pay for females remains significantly higher. 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.

We have structured pay spines for both support staff and teachers, which means that many 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 84 teaching staff who are paid the same hourly rate due to being at the top point of the teachers' pay spine, without any additional allowance. However, where there are 94 staff in each quartile these 84 are spread across the upper middle and upper quartiles. Of those 84 staff 64% are female and 36% are male which is representative of the gender divide in staff.

The pay gap within the Senior Leadership Team remains the highest across all staffing groups but there has been a decrease this year. The pay gap is due to the two highest paid members of SLT being male and with only 5 staff members in SLT there is not currently a cause for concern. Moreover, since September 2023 the whole of SLT have been moved onto pay scales determined by the SFCA in agreement with governors. This could offer further assurance that there will be no room for gender bias relating to pay in terms of yearly increments for the current post holders or in appointing replacements.


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 that on average 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:

