



Gender Pay Gap Report March 2024

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.

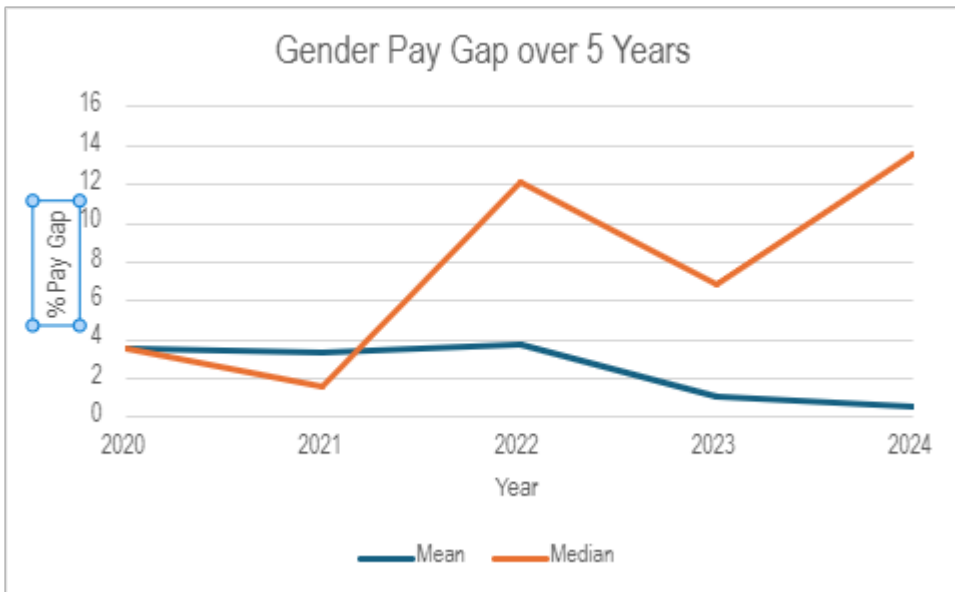
Summary of Results for BHASVIC

Table 1: Average pay Gap 2024

Mean	Median
0.22%	13.57%

The data this year is interesting compared to the previous year in that the mean pay gap has decreased whilst the median has increased. As shown in figure 1, the median pay gap has been variable over the last 5 years, whereas we have seen a steady downwards trend in the mean.

Figure 1: Pay Gap Over 5 years



We use pay scales determined by the Sixth Form Colleges' Association (SFCA), with staff progressing annually through their grade until they reach the highest point. Within our teaching staff, this means 67% staff are paid the same rate of £27.85 per hour, based on the top of the teachers' main scale with no additional allowances. The median rate of pay for all staff normally sits at or close to this hourly rate but may shift slightly depending on how many male and female starters and leavers we have each year.

Between 1 April 2023 and 31 March 2024 we have recruited more female than male teaching staff who are paid on a pay point below the top of the teachers' pay spine. This has moved the female median slightly, to £24.07 per hour, giving us a 13.57% median pay gap. We are not concerned that this indicates any issue as our pay policy is clear on how to determine the appropriate point on the pay scale based on qualifications and experience and this is

consistently applied across all roles.

The mean pay gap is more affected by values at the top and bottom of the range. Our Senior Leadership Team who all sit at the top of our salary range have had a change this year to move them on to pay spines to give parity with the way pay is determined for the rest of the staff. In addition, our female Director of Digital Strategy left, and we recruited a male member of staff to take on this role. These changes led to a significant reduction in the pay gap within the Senior Leadership Team. At the other end of the pay range, we have recruited more male staff to our evening cleaning team, which has increased the proportion of male staff on the lower pay points, further reducing the mean gender pay gap.

Overall, our staff are 65% female. As seen in table 2, the upper middle and upper quartiles are reasonably representative of our staff. There has been a slight reduction in the proportion of female staff falling in the upper quartile (down from 68% in 2023). However, this change is mostly random as we have 91 members of staff, both male and female, paid at the same hourly rate, which fall across the upper middle and upper quartiles so it would be possible to simply put more of these female staff in the upper quartile.

Table 2: Quartiles spread of Males and Females 2024

	Quartiles			
	Lower	Lower Middle	Upper Middle	Upper
Female	42.39%	76.09%	63.04%	64.52%
Male	57.61%	23.91%	36.96%	35.48%

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

Table 3: Breakdown of job groups for 2023 and 2024

		Mean	Median
Teaching staff	2024	2.21%	0
	2023	0.58%	0
Support staff	2024	-16.74%	-12.99%
	2023	-13.05%	-10.4%
Senior Leadership Team	2024	29.73%	17.28%
	2023	39.17%	36.3%

Teaching Staff

As shown in table 3, the median for teaching staff has remained at 0 for the reason mentioned above, of nearly 70% teaching staff being on the same point on the pay scale. However, the mean for teaching staff has increased. This is due to us recruiting more female than male teachers on lower points of the pay spine. In 2023, 65% of those who were paid at a point below the top of the teachers' pay spine were female. In 2024, this increased to 70%. These female staff will all continue to progress annually up the pay scale in the same way as their male counterparts, until they reach the top of their grade.

Support Staff

In support staff, we have seen a further decrease in both the median and mean. As these are negative figures it shows

that our female support staff are paid more than our male support staff. The reason this has increased this year is that we have recruited more male staff to our evening cleaning team. Therefore, the distribution of staff on our lowest grade has increased from 60% male in 2023 to 68% male in 2024. In addition, our male Health and Safety Officer left and was not replaced. This was one of our higher paid male support roles.

Senior Leadership Team

There has been a substantial reduction to both the mean and median pay gap for our Senior Leadership Team. This is a welcome change. As mentioned above, this has resulted partly from a staffing change whereby we now have a male Director of Digital Strategy, rather than female. This change has reduced the pay gap and means our Senior Managers are now 50% male and 50% female. We have also seen an impact of moving the Senior Leadership Team on to defined pay scales so they are now treated in the same way as the rest of the staff for their annual pay increases. Even though we still have a large pay gap, the use of these pay scales reduces the risk of any bias. We are unlikely to see a closing of this gap unless there are further staffing changes within the Senior Leadership 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 that on average men are paid more than women at the College.

When undertaking the analysis, we noticed an error with some of last year's data. This has been recalculated so some of the 2023 figures used for comparison in this report do not match those originally reported. The narrative given for 2023 remains accurate.

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: