



BHASVIC GENDER PAY GAP REPORT MARCH 2017

This is a statutory requirement for any employer who employs more than 250 staff. The snapshot date for the public sector is **31 March**. Each employer is required to report the mean and median gender pay gap and the distribution of males and females across pay quartiles for all staff.

Summary of Results for BHASVIC

We have used HMRC recommended calculations of hourly rates for all staff. However, this calculation does not account for our support staff who work term time only but are paid in 12 equal payments throughout the year thus the figure produced is not representative of their actual pay. We therefore made an adjustment to the calculation for these people, as recommended by ACAS, to factor in the number of weeks per year they work.

All our employees are paid on nationally negotiated pay scales for staff in Sixth Form Colleges with annual increments up the pay spine 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.

All Staff

Mean	Median	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
8.23%	19.40%	F 69.4% M 30.6%	F 67.1% M 32.9%	F 61.6% M 38.4%	F 65.8% M 34.2%

As our support staff and teaching staff are on different types of contracts, the teaching staff hourly rate appears much higher than support staff rate when using the HMRC recommended method of calculating this rate, even with the adjustment for term time only support staff. This difference between staff group translates into a gender pay gap due to the different proportion of males and females in each staff group.

We therefore chose to split the data by staff group, into support staff, teaching staff, and the senior management team for further analysis:

Breakdown of job groups

	Mean	Median	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Senior Management Team	39.55%	40.41%	F 100% M 0%	F 100% M 0%	F 0% M 100%	F 0% M 100%
Teaching Staff	4.54%	0%	F 68.6% M 31.4%	F 61.1% M 38.9%	F 75% M 25%	F 66.7% M 33.3%
Support Staff	-7.36%	-4.80%	F 57.0% M 43.0%	F 80.5% M 19.5%	F 67.0% M 33.0%	F 75.0% M 25.0%

The mean gender pay gap within the Senior Management Team (SMT) is 39.55%. This can be explained as there are five members of SMT, two male and three female, and the two highest paid members of SMT are the Principal and the Deputy Principal who are male. We monitor our recruitment process each year to ensure there is not a gender bias in applications or shortlisted applicants for all recruitment.

The College has 68 teaching staff who are paid at the top of the teachers' pay spine, which equates to 47.5% of all teaching staff. As 62% of our teaching staff are female and 63% of those paid at the top of the pay spine are female, this is representative of our gender profile. The mean pay gap for teaching staff is 4.54% which can be explained by the College having more male teacher managers than female teacher managers. As outlined above, applications, shortlisting and appointments to all posts are closely monitored annually to ensure there are not gender biases.

Our female support staff are paid more on average than our male support staff, with a mean gender pay gap of -7.36%. This is due to the majority of our support staff managers being female.

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:  _____ Date: 16 March 2018 _____

William Baldwin, Principal