



Gender Pay Gap Report March 2018

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

We have used HRMC recommended calculations in all cases. However, this calculation does not make allowance for our support staff who work term time only (40 weeks per year) as their annual salary is paid monthly in twelve equal amounts. When weeks worked per year are factored into the calculation the mean is reduced to 4.96% but it has no effect on the median.

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.

All Staff

Mean	Median	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
6.68%	11.20%	F 69.2% M 30.8%	F 65.4% M 34.6%	F 51.9% M 48.1%	F 77.2% M 22.8%

Breakdown of job groups

	Mean	Median	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Senior Management Team	39.79%	37.08%	F 100% M 0%	F 100% M 0%	F 0% M 100%	F 0% M 100%
Teaching Staff	4.23%	0	F 64.9% M 35.1%	F 15.8% M 84.2%	F 100% M 0%	F 63.2% M 36.8%
Support Staff	-3.8%	-0.31%	F 60.0% M 40.0%	F 77.1% M 22.9%	F 68.6% M 31.4%	F 67.6% M 32.4%

We analysed the data further by splitting it into job groups on the same grading structure. The College has 89 teaching staff who are paid at the top of the teachers' pay spine, 63% of whom are female. This is representative of the overall gender profile for teaching staff, with 61% total teaching staff being female. The mean pay gap for teaching staff is 4.23% which can be explained by the College having more male teacher managers than female teacher managers. With support staff the mean is negative at -3.8% which means our female staff are paid more on average than our male staff. With the Senior Management Team (SMT) the mean is 39.79%, which is a significant pay gap. However, it 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.

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: 23 January 2019