



Gender Pay Gap Report April 2023 snapshot

Background to gender pay gap reporting

From 2017, any UK organisation employing 250 or more employees must report publicly on its gender pay gap (under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017). The report must include: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the number of men and women according to quartile pay bands.

The Government Equalities Office has stated that “The gender pay gap should not be confused with unequal pay. Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work or work of equal value; whereas the gender pay gap is a measure of the difference between the average hourly earnings of men and women.” (*Closing the gender pay gap: actions for employers, December 2017*)

How is the gender pay gap calculated?

The gender pay gap measures the difference in the average earnings between a defined category of men and a defined category of women in an organisation for a base period and uses two averages: the mean and the median.

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

College information

The College’s statistics are as follows:

Mean Gender Pay Gap

Mean Pay Gap	2023	2022
Mean male hourly rate	25.44	24.90
Mean female hourly rate	19.14	19.59
Mean Gender Pay Gap (%)	24.78	21.46



Median Gender Pay Gap

Median Pay Gap	2023	2022
Median male	25.36	24.91
Median female	15.79	18.63
Median Gender Pay Gap (%)	37.71	25.21

Bonus

The college does not operate a formal bonus scheme. However, in the year 2023 a bonus was paid to two members of staff with both a mean and median pay of £300.

Percentage of males receiving a bonus	0%
Percentage of females receiving a bonus	1.11%

Mean and Median Bonus Gender Pay Gap

Mean bonus gender pay gap	0%
Median bonus gender pay gap	0%

Proportion of male and female employees in each of the four equal pay quartiles

2023	Male		Female	
	%	Numbers	%	Numbers
Lower most quartile	12.9%	8	87.1%	54
Lower middle quartile	23.0%	14	77.0%	47
Upper middle quartile	24.6%	15	75.4%	46
Upper most quartile	45.9%	28	54.1%	33
Total		65		180
2022	Male		Female	
	%	Numbers	%	Numbers
Lower most quartile	14.3%	8	85.7%	48
Lower middle quartile	30.4%	17	69.6%	39
Upper middle quartile	19.6%	11	80.4%	45
Upper most quartile	46.4%	26	53.6%	30
Total		62		162



Comments

The College collected its data during the pay period including 4 April 2023, when full-pay relevant employees comprised two hundred and forty-five staff members, sixty-five (27%) of whom were male and one hundred and eighty (73%) were female. The college is confident that it complies with the UK's Equal Pay legislation, which governs the right to equal pay between men and women for equal work.

The College offers sacrifice options, including pension sacrifice., which under the guidelines for calculating the gender pay gap the employee hourly rate is shown net of any sacrifice, which can significantly lower the pay rate.

The College currently employs significantly more women than men. A number of resources are outsourced by the college including Catering, Cleaning, Grounds and IT.

There is a much greater balance between men and women in the upper most quartile where the majority of staff are Teachers who are paid as per the agreed Teacher pay scales of the College.

The Whole School Leadership Team consists of four male and six females.

There are far more females employed in the lower middle and lower most quartiles which is driving the gender pay gap. More women than men are employed as Teaching assistants, Lunchtime supervisor and administration type roles within the college. These roles tend to offer greater flexibility around hours but also attract lower hourly rates of pay. These roles allow more opportunity for parents to work around childcare both in the term time and during the school holidays. Most of these roles are term time only.

Whilst we acknowledge there is a gender pay gap, we are confident that both men and women are paid equally for doing equivalent jobs across the College.

College's approach to gender pay gap management

This is the second year the College has reported on the gender pay gap having exceeded 250 employees again this year.

The College's approach to gender pay gap management will adhere to the following fundamental principles of equality which we hope demonstrates with integrity to our staff and pupils the values we wish to see embedded not just in our culture at the College but that of wider society:

- i) All staff should be treated equally in their terms and conditions of employment where they are employed to do work that is the same or broadly similar, of equal value in terms of effort, skill or decision making or rated as equivalent; and
- ii) The best person should be appointed to any role.



We believe that these basic principles of equality should be true, irrespective of whether individuals are male, female or do not identify with either gender but also irrespective of any other characteristic that should be irrelevant to a particular role which could be race, sexual orientation, faith etc.

Governance

The College's commitment to ensuring it is reflective of society as a whole is mirrored by appointments to the governing body and governing committees: for example, the College currently has both male and female governors occupying key positions, that consider major aspects of the College's life including education, nominations and governance, safeguarding, risk, and compliance.

We are grateful to the members of the governing body, all of whom give their time freely and generously to help the College deliver its outstanding education and pastoral care.

Declaration

I confirm that the college's data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Peter Samuels

Chair of Governors