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Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six standardised calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees' data.

These results can be used to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in the College and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We undertake this by using our HR and payroll records. All employees can confirm and update their records if they choose to, by contacting the HR Department.

Gender Pay Gap Results for 2023

The College's gender pay gap data is calculated for those employees in the workforce on 5 April 2023. It is based on their pay for the academic year 2022-23. Given the nature of work at the College – with the majority of staff working only during term times but paid equally over 12 months, and others working all-year-round – we do not consider it appropriate to calculate the data using a shorter pay period since to do so would not produce consistent or directly comparable data.

On 5 April 2023 there were 245 (2022: 222) Relevant Employees within the College workforce: 111 Men, 45.31% (2022: 100, 45.05%) and 134 Women, 54.69% (2022: 122, 54.95%).

Pay Gap	2023	2022
Mean gender pay gap	12.97%	12.65%
Median gender pay gap	14.66%	10.10%

Our Pay Quartiles

We have also examined the data both by full and part-time staff and by different categories of staff roles to aid understanding and identify if any issues arise within the different categories of staff.

Our gender pay gap is assessed as being due mainly to the fact that the majority of the most senior employees at the College are male, as evidenced by the quartile figures:

Proportion of staff in each quartile pay band

		2023		2022	
Upper Quartile	Females	24	39.34%	19	34.55%
	Males	37	60.66%	36	65.45%
Upper Middle Quartile	Females	36	59.02%	37	67.27%
	Males	25	40.98%	18	32.73%
Lower Middle Quartile	Females	36	59.02%	31	55.36%
	Males	25	40.98%	25	44.64%
Lower Quartile	Females	38	61.29%	35	62.50%
	Males	24	38.71%	21	37.50%

Bonus Pay Gap

The College does not operate a formal bonus scheme, but bonuses are awarded occasionally for exceptional performance.

	2023	2022
Mean bonus gender pay gap	33.33%	33.33%
Median bonus gender pay gap	33.33%	33.33%
Proportion of males receiving a bonus payment	0.85%	0.92%
Proportion of females receiving a bonus payment	0.58%	0.61%

Approach to gender pay gap management

Insofar as gaps exist other than as a result reflecting the personal choices of employment, it is the objective of the College that the gender pay gap should reduce.

The College has a policy of appointing solely according to ability, experience and merit and these remain the most important drivers for recruitment and reward, but will endeavour to overcome the current gender pay gap by appointing senior female staff wherever possible.

Summary

The College continues to follow gender-neutral employment policies and pay scales and there is nevertheless a modest gender pay gap. This is due solely to the fact that currently the majority of the most senior employees at the College are male.

I confirm that our Gender Pay Gap Reporting is complete and accurate and calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Andrew Golding FCA

Director of Finance and Company Secretary

09.02.2024

You can learn more about Gender Pay Reporting by visiting www.acas.org.uk/genderpay