



BRADFIELD COLLEGE

GENDER PAY GAP STATEMENT 2018

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 Bradfield College are required to produce an annual Gender Pay Gap Report.

This involves carrying out six calculations that show the difference between the average earnings of men and women in the organisation. We are required to publish the results on a government website and also on the College website; it does not involve the publishing of individual employees' data.

Gender Pay Gap Reporting requires the College to make the calculations based on employee gender. To establish this, we have used our existing HR and payroll records as at the 'snap-shot' date, 5th April 2018.

Mean Gender Pay Gap

This calculation shows the difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.

33.98% - on average our female employees are paid 30.16% less per hour than our male employees (2017: 26.95% less per hour).

Median Gender Pay Gap

This calculation shows the difference between the median hourly rates of pay that male and female full-pay relevant employees receive.

42.45% - there is a difference of 42.45% between the mid-points of the distributions of male pay and female pay (2017: 38.45%).

Mean/Median Bonus Gender Pay Gap

These calculations show the difference between bonus pay that male and female relevant employees receive.

There were no bonuses paid during the reporting period.

Proportion of males and females receiving a bonus payment

This shows the proportion of male relevant employees who were paid any amount of bonus pay, and the proportion of female relevant employees who were paid any amount of bonus pay.

There were no bonuses paid during the reporting period.

Proportion of relevant male and female employees in each quartile

This calculation shows the proportion of male and female full-pay relevant employees in four quartile pay bands, done by dividing the workforce into four equal parts. These quartile pay bands are established when making the calculations, so any other pay banding used within the College are not used.

	Lower Quartile 2018	Lower Quartile 2017	Lower Middle Quartile 2018	Lower Middle Quartile 2017	Upper Middle Quartile 2018	Upper Middle Quartile 2017	Upper Quartile 2018	Upper Quartile 2017
Percentage Male	9.89%	12.20%	27.37%	40.96%	53.68%	54.32%	66.32%	57.14%
Percentage Female	90.11%	87.80%	72.63%	59.04%	46.32%	45.68%	33.68%	42.86%
	100%	100%	100%	100%	100%	100%	100%	100%

On 5th April 2018 there were 376 pay relevant employees, split 142 (38%) male and 234 (62%) female. On 5th April 2017 there were 330 pay relevant employees, split 136 (41%) male and 194 (59%) female.

Of the 234 females 60 (26%) were teachers and 174 (74%) were support staff. For April 2017 30% were teachers and 70% were support staff. This reflects the high percentage of domestic staff and support staff who are females, working part-time/term-time only.

Of the 142 males 71 (50%) were teachers and 71 (50%) were support staff. For April 2017 49% were teachers and 51% were support staff.

Commentary

Bradfield College has a strong culture of professional review and development which includes ensuring employees receive a rate of pay that reflects the role they undertake with the college. This is underpinned by the College's equal opportunities policy which states that the College will not discriminate on the grounds of sex, marital status, civil partnership status, race, ethnic origin, colour, trans-gender status, sexual orientation, religion or belief, nationality, national origins, disability or age. The policy applies to the process of recruitment and selection, promotion, training, conditions of work, pay and benefits and to every other aspect of employment,

We regularly benchmark pay for support staff, to ensure they receive a fair rate of pay for the roles, and that they fall in line with pay for similar roles within the local workforce. We undertake an annual review of the salary bandings for teaching staff, to ensure their pay reflects the responsibilities they have undertaken.

The figures for 2018 differ from the previous year because of the timing of the "snap-shot" date. In 2018 the payroll at that date included a large number of peripatetic staff who do not appear regularly on the payroll and are not included in the comparatives. These staff were mainly female staff in the lower quartile..

As noted above, the statistics reflect the high percentage of domestic staff and support staff who are females, working part-time/term-time only. The calculations applicable to each of the quartiles are as follows:

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Mean Gender Pay Gap % on average our female employees are paid less per hour than our male employees*	2.23% (2017: 1.16%)	-0.88% (-1.6%)	-1.74% (1.47%)	7.96% (7.46%)
Median Gender Pay Gap % difference between the mid-points of the distributions of male pay and female pay	6.82% (2.6%)	-3.39% (-3.39%)	-2.08% (5.17%)	0% (-0.2%)

* Where this is a minus figure, the female employees are paid more than our male employees.

Confirmation

I confirm that the calculations are a true and accurate reflection of our position on 5th April 2018.

DAVID BARNETT
Acting Bursar