



# BRADFIELD COLLEGE

## **GENDER PAY GAP STATEMENT 2019**

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, 5<sup>th</sup> April 2019.

### **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.

24.17% - on average our female employees are paid 24.17% less per hour than our male employees.

As at 5<sup>th</sup> April 2018 - on average our female employees were paid 33.98% less per hour than our male employees.

### **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.

43.51% - there is a difference of 43.51% between the mid-points of the distributions of male pay and female pay.

As at 5<sup>th</sup> April 2018 - there was a difference of 42.45% between the mid-points of the distributions of male pay and female pay.

### **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 2019	Lower Quartile 2018	Lower Middle Quartile 2019	Lower Middle Quartile 2018	Upper Middle Quartile 2019	Upper Middle Quartile 2018	Upper Quartile 2019	Upper Quartile 2018
<b>Percentage Male</b>	9%	8.89%	41%	27.37%	50.49%	53.68%	57.58%	66.67%
<b>Percentage Female</b>	91%	91.11%	59%	72.63%	49.51%	46.32%	42.42%	33.33%
	100%	100%	100%	100%	100%	100%	100%	100%

On 5<sup>th</sup> April 2019 there were 402 pay relevant employees, split 159 (39.5%) male and 243 (60.5%) female. On 5<sup>th</sup> April 2018 there were 376 pay relevant employees, split 142 (38%) male and 234 (62%) female.

Of the 234 females 72 (31%) were teachers and 162 (69%) were support staff. For April 2018 26% were teachers and 74% 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 159 males 86 (54%) were teachers and 73 (46%) were support staff. For April 2018 50% were teachers and 50% were support staff.

#### *Commentary*

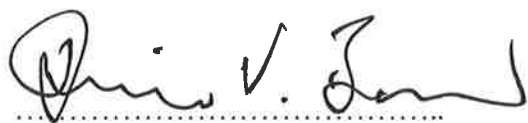
Bradfield College has a strong culture of professional review and development which includes ensuring employees receive a rate of pay that reflects the role they undertake with the college. This is underpinned by the College's equal opportunities policy which states that the College will not discriminate 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 operational 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.

As noted above, the statistics reflect the high percentage of domestic staff and support staff who are females, working part-time/term-time only.

*Confirmation*

I confirm that the calculations are a true and accurate reflection of our position on 5<sup>th</sup> April 2019.

A handwritten signature in black ink, appearing to read "David V. Barnett", written over a horizontal dotted line.

David Barnett  
Chief Financial Officer