



BRADFIELD COLLEGE

GENDER PAY GAP STATEMENT 2020

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 2020.

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.

25.58% - on average our female employees are paid 25.58% less per hour than our male employees.

As at 5th April 2019 - on average our female employees were paid 24.17% 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.

44.04% - there is a difference of 44.04% between the mid-points of the distributions of male pay and female pay.

As at 5th April 2019 - there was a difference of 43.51% 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 2020	Lower Quartile 2019	Lower Middle Quartile 2020	Lower Middle Quartile 2019	Upper Middle Quartile 2020	Upper Middle Quartile 2019	Upper Quartile 2020	Upper Quartile 2019
Percentage Male	12%	9%	36%	41%	50.96%	50.49%	58.33%	57.58%
Percentage Female	88%	91%	64%	59%	49.04%	49.51%	41.67%	42.42%
	100%	100%	100%	100%	100%	100%	100%	100%

On 5th April 2020 there were 419 pay relevant employees, split 165 (39.4%) male and 254 (60.6%) female. On 5th April 2019 there were 402 pay relevant employees, split 159 (39.9%) male and 243 (60.5%) female.

Commentary

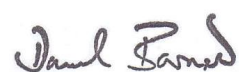
Bradfield College has a strong culture of professional review and development which includes ensuring employees receive a rate of pay that reflects the role they undertake with the college. This is underpinned by the College's equal opportunities policy which states that the College will not discriminate 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 5th April 2020.



D V Barnett MA FCA, Chief Financial Officer