



BRADFIELD COLLEGE

GENDER PAY GAP STATEMENT 2023

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 the Charity is 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 the government website and also on the College website; it does not involve the publishing of individual employee data.

Gender Pay Gap Reporting requires the Charity 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 of 5th April 2023.

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.

As at 5th April 2023 - on average our female employees were paid 17.55% less per hour than our male employees.

As at 5th April 2022- on average our female employees were paid 23.16% 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.

As at 5th April 2023 - there was a difference of 37.27% between the mid-points of the distributions of male pay and female pay.

As at 5th April 2022 - there was a difference of 31.14% 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. On average the bonus payments made to our female employees was 66.67% higher than the bonus payments made to male employees. The median bonus pay was 100% higher for female employees.

In 2022, there were no bonuses paid at the snapshot date.

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. The calculation shows that 1.09% of female employees received a bonus payment and 5.58% of male employees received a bonus payment.

In 2022, there were no bonuses paid at the snapshot date.

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. The quartile pay bands are established when making the calculations, any other pay bandings used within the College are not used.

	Lower Quartile 2022	Lower Quartile 2023	Lower Middle Quartile 2022	Lower Middle Quartile 2023	Upper Middle Quartile 2022	Upper Middle Quartile 2023	Upper Quartile 2022	Upper Quartile 2023
Percentage Male	29%	21%	21%	33%	44%	46%	56%	48%
Percentage Female	71%	79%	79%	67%	56%	54%	44%	52%
	100%	100%	100%	100%	100%	100%	100%	100%

On 5th April 2022 there were 555 relevant employees, split 211 (38%) male and 344 (62%) female. On 5th April 2023 there were 582 relevant employees, split 215 (37%) male and 367 (63%) female.

Commentary

The Charity 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 Charity's equal opportunities policy which states that the Charity 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.

The statistics reflect the high percentage of domestic, catering and other operational 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 2023.

PJ Franklin Group Finance Director