



Barton Peveril
Sixth Form College

Gender Pay Gap Report
Barton Peveril Sixth Form College

*Report published March 2018 relating to
the College's position in March 2017*

Gender Pay Gap Report - March 2018

This report is the first Gender Pay Gap report produced by Barton Peveril Sixth Form College in response to the new legislation requiring its publication.

The headline figure is that the College's mean Gender Pay Gap as measured on 31st March 2017 was 15.92%. This is below the national figure of 18.1% as reported by the Office for National Statistics for April 2016.

This narrative provides contextual information around this gender pay gap reporting and breaks the overall figures down into a more meaningful analysis.

Background

The government introduced legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. These regulations require relevant public organisations to publish their gender pay gap by 30 March 2018 and then annually, including the:

- Mean and median gender pay gaps
- Mean and median gender bonus gaps
- Proportion of men and women who received bonuses
- Proportions of male and female employees in each pay quartile

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings. For example a 20% gender pay gap denotes that women earn 20% less, on average, than men.

The gender pay gap is different to equal pay which deals with the pay differences for men and women who carry out the same jobs, similar jobs, or work of equal value. A gender pay gap does not necessarily indicate that there is an equal pay issue.

This report fulfils the College's reporting requirements and analyses the figures in more detail.

Definitions

Relevant Employees: All employees employed by the College on the snapshot date.

Full-pay relevant employees: All employees who were paid their usual full pay for March 2017. This means that anyone who is absent on maternity leave, shared parental leave, or potentially sick leave will not be included in some of the statistics if they received less than full pay during the pay period.

Pay period: This is the period in which employees are paid their basic pay. The relevant pay period for this report is the month in which the snapshot dates falls, i.e. March 2017.

Context

Barton Peveril is a thriving sixth form college with over 3,400 full-time students. The College is made up of 11 teaching departments, each led by a Director, and 10 support departments, each led by a manager. Directors and managers report to one of four Vice Principals. The Senior Leadership Team consists of the College Principal and the four Vice Principals. The College employs approximately 270 members of staff in a wide range of roles and working patterns.

The College employs all its own cleaning and catering staff so these roles, which are predominantly occupied by females, are included in Barton Peveril Sixth Form College's Gender Pay Gap figures. This is a less common arrangement than in many colleges where these types of work are outsourced and are therefore not included in their Gender Pay Gap calculations. This can make a significant difference to the calculated figures.

Gender pay gap analysis

Headline gender pay gap figures

The following data is our gender pay gap report for the snapshot date of 31 March 2017. The bonus pay data is based on the bonuses paid to employees in the 12 months leading up to the snapshot date, i.e. 1 April 2016 to 31 March 2017.

- The mean gender pay gap for Barton Peveril is 15.92%.
- The median gender pay gap for Barton Peveril is 23.38%.
- The mean gender bonus gap for Barton Peveril is 2.23%.
- The median gender bonus gap for Barton Peveril is 0%.
- The proportion of male employees in the College receiving a bonus is 96.81% and the proportion of female employees receiving a bonus is 98.17%.

This data tells us that on average, men are paid 15.92% higher than women and receive 2.23% higher bonus payments, using the mean average methodology. To understand why this gap exists, we need to look at further information and understand the context of the statistics.

Proportion of male and female employees in each pay quartile

The following table show the percentage of male and female employees in each quartile, which is the gender split when the hourly rate of pay is ordered from lowest to highest and then grouped into 4 equal quartiles.

Band	Males	Females	Description
A	19.05%	80.95%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	42.86%	57.14%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	42.86%	57.14%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	45.16%	54.84%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

It is the significantly higher percentage of females in the lowest quartile that contributes most to the College's gender pay gap - this is the band in which the cleaning and catering staff roles sit.

Proportion of male and female employees receiving a bonus payment

The bonuses awarded by the College include:

- Long service awards
- Support Staff Standards Payments
- Christmas vouchers for Catering and Cleaning staff

Unusually, in the ending 31 March 2017, all staff were awarded a £100 Christmas bonus.

The majority of staff therefore received at least one type of bonus payment, with many staff receiving multiple payments/awards in the period in scope. The few staff who did not receive a payment were either not eligible under the terms of the bonus scheme, or not employed at the point payment was awarded.

All support staff are eligible to apply for a payment each year known as the 'Support Staff Standards Payment'. The Support Staff Standards Payments are pro-rated in accordance with the FTE of each employee. As a result, those working part time or term time will receive a lower bonus payment when compared to full time employees. At the College, the majority of part time and term time roles tend to be filled by women.

What are the underlying causes of the College's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

The College is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

The College is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is largely reflected in the make-up of the College's workforce. The majority of front-line student facing roles and cleaning and catering roles are held by women. However, there is an equal balance of males and females in the line manager and senior manager roles across the College.

This can be seen above in the table depicting pay quartiles by gender. This shows the College's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. The data for Barton Peveril shows that 80.95% of the employees in Band A are women and 19.05% men. The percentage of male employees increases throughout the remaining Bands, from 42.86% in Bands B and C to 45.16% in Band

D. In comparison, the percentage of female employees decreases throughout the band, resulting in 54.84% in Band D.

Is there anything the College should be doing to reduce the Gender Pay Gap?

The College is confident that it does not have an issue with equal pay. The use of nationally agreed pay spines ensures that male and female staff are paid the same for the same work.

The College has excellent recruitment practices that help to ensure that there is no gender bias in selecting people for interview or in appointing them to posts at the college.

The gender pay gap for support staff only is the biggest of any subset of employees. The nationally agreed pay-spine for support staff in sixth form colleges is a very long spine and encompasses low level administration roles and high level leadership and management roles. The College has considerable flexibility to position support staff roles anywhere on this long scale and this could give rise to pay levels being set in a way which favours males over females - or vice versa if, for example, roles traditionally held by female employees are set at pay rates lower than those posts more commonly held by male employees. There is no evidence of this happening but the College must be alert to any subconscious bias. The College will continue to scrutinise pay scales of support staff roles when they come up for renewal or recruitment and will consider market forces alongside the requirements of the role in setting the salary.

Appendix A - Mean and Median by staff type:

It is helpful to analyse the overall data by breaking it down into different types of role in the organisation to see where any specific issues may lie. The table below provides the whole college (All staff) picture and then a series of subsets of staff. It is interesting to note that every subset has a 'better' Gender Pay Gap figure than the overall College figure - suggesting that the overall gap is predominantly the result of the roles that males and females are in, rather than of any unequal pay issues.

	Mean gender pay gap (%)	Median gender pay gap (%)
All staff	15.92	23.38
All staff except Cleaning & Catering	10.6	3.48
Teaching staff only	1.15	-6.81
Support staff only	14.73	20.22
SLT only (excludes Principal)	7.53	7.53
Directors and Managers only	0.42	3.82
Cleaning & Catering only	-6.47	0

All staff except Cleaning and Catering

Many colleges outsource either or both of their catering and cleaning operations - and these workers will not therefore appear in their calculations. Barton Peveril employs all its own catering and cleaning staff and these roles are both predominantly held by females and are the lowest paid in the college. It is therefore helpful to see that the picture would be like if they were not in the calculation. The mean Gender Pay Gap falls to 10.6% and the median to only 3.48%. This puts the College in the same region as a number of other colleges who have declared their gender pay gaps as being between 9 and 11%.

Teaching staff only

The figures for teaching staff only are, unsurprisingly, much smaller - indeed the median figure is -6.81%, denoting female teachers being paid more the male teachers on average. This will be down to the percentage of teachers on the different points on the national pay spine. Appendix B shows the spread of male and female teachers across the different pay spine points - 50 % more female than male teachers on the top spine point.

Support staff only

The Gender Pay Gap of just support staff shows the largest gap of all the subsets we are looking at. The support staff subset contains a very wide range of different jobs at different scales from the lowest paid administration roles to support staff managers at the highest end. In line with the national picture a range of the lower paid jobs are part-time and/or term-time only and these are mostly held by female employees. This will contribute to the larger gender pay gap here.

SLT only

The Senior Leadership Team (SLT) only group does not include the Principal - just the four other members of the team. The 7.53% gap reported here is misleading. The team consists of 2 male and 2 female members and the underlying pay gap is actually 0%. However, at the snap-shot date for this calculation one female member of the team was on maternity leave and this has led to the gap being reported.

Directors and Managers only

This subset includes both the Directors of Curriculum and the Support Staff Managers. Appendix C shows the male/female split across these groups. It is good to note that across these groups (and SLT) there is an equal number of male and female workers. With a small gender pay gap as well of just 0.42%, leadership and management is clearly an area where there is no issue with a gender pay gap inequality.

Cleaning and Catering only

For completeness, the gender pay gap for the subset of cleaning and catering staff is provided. Amongst these roles at the lowest end of the pay scales it is the female staff who are paid, on average more than the male staff - by 6.4%.

Appendix B - Number and % of Male/Female Teaching staff by spine point as at 31/03/2017

All teachers are paid on the same, nationally agreed Sixth Form College Association pay spine. There are nine points and teachers move up one point each year assuming a successful annual appraisal.

Spine point	% Male		% Female	
	Number of teachers	% of total number of teachers	Number of teachers	% of total number of teachers
1	1	0.8%	1	0.8%
2	0	0.0%	1	0.8%
3	2	1.6%	3	2.4%
4	1	0.8%	2	1.6%
5	1	0.8%	4	3.2%
6	4	3.2%	3	2.4%
7	4	3.2%	9	7.3%
8	8	6.4%	7	5.6%
9	28	22.6%	43	34.7%
Total	51	41.1%	73	58.9%

Appendix C - Number of males/females by staff type (Full-pay relevant employees)

It is useful to see the number of male and female employees in each of a number of categories of role. This provides additional context when considering the balance of male/female employees against the gender pay information.

Staff type	Male	Female
SLT (excluding the Principal)	2	2
Teaching	58	79
Support	27	49
Directors	5	6
Support Managers	5	4
Cleaning	5	12
Catering	1	15
TOTAL	103	167