



Barton Peveril
Sixth Form College

Gender Pay Gap Report
Barton Peveril Sixth Form College

*Report published March 2020 relating to
the College's position on 31 March 2019*

Introduction

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

The headline figure is that the College's mean Gender Pay Gap as measured on 31st March 2019 was 17.48%.

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 annually by 30 March, 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 in March 2019. This means that anyone who was absent on maternity leave, paternity leave, shared parental leave, unpaid 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 2019.

Context

Barton Peveril is a thriving sixth form college with over 3,500 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 five Vice/Assistant Principals. The Senior Leadership Team consists of the

College Principal and the five Vice/Assistant Principals. The College employs approximately 270 members of staff in a wide range of roles and working patterns.

The College employs its own cleaning and catering staff so these roles, which are predominantly occupied by females, are included in the 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 2019. 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 2018 to 31 March 2019.

- The mean gender pay gap for Barton Peveril is 17.48%
- The median gender pay gap for Barton Peveril is 30.38%.
- The mean gender bonus gap for Barton Peveril is 7.28%.
- The median gender bonus gap for Barton Peveril is 0%.
- The proportion of male employees in the College receiving a bonus is 27.45% and the proportion of female employees receiving a bonus is 37.8%.

This data tells us that on average, men are paid 17.48% higher than women and that women receive 7.28% higher bonus payments, using the mean average methodology. Last year the mean gender pay gap was 16.45%, so the gap has increased slightly.

Three year trends

31/03/17		31/03/18		31/03/19	
Mean gender pay gap (%)	Median gender pay gap (%)	Mean gender pay gap (%)	Median gender pay gap (%)	Mean gender pay gap (%)	Median gender pay gap (%)
15.92%	23.38%	16.45%	20.60%	17.48%	30.38%

The College's mean Gender Pay Gap has increased marginally over the period, whereas the median measure has been more volatile - increasing by almost 10% between 2018 and 2019.

To understand why these gaps exist, we need to look at further information and understand the context of the statistics.

Comparative data

At the time of writing this report, most organisations had not yet published their gender pay gap figures for this reporting period, therefore we are not able to compare like for like figures. We can, however, review the gender pay gap data that was reported in March 2019. Using this data ONS* reported that the gender pay gap among all employees fell from 17.8% in 2018 to 17.3% in 2019. ONS have further broken down this data by job categories and for 'Teaching and educational professionals' it was reported that women earn 7.5% less than men and women hold 64% of these jobs.

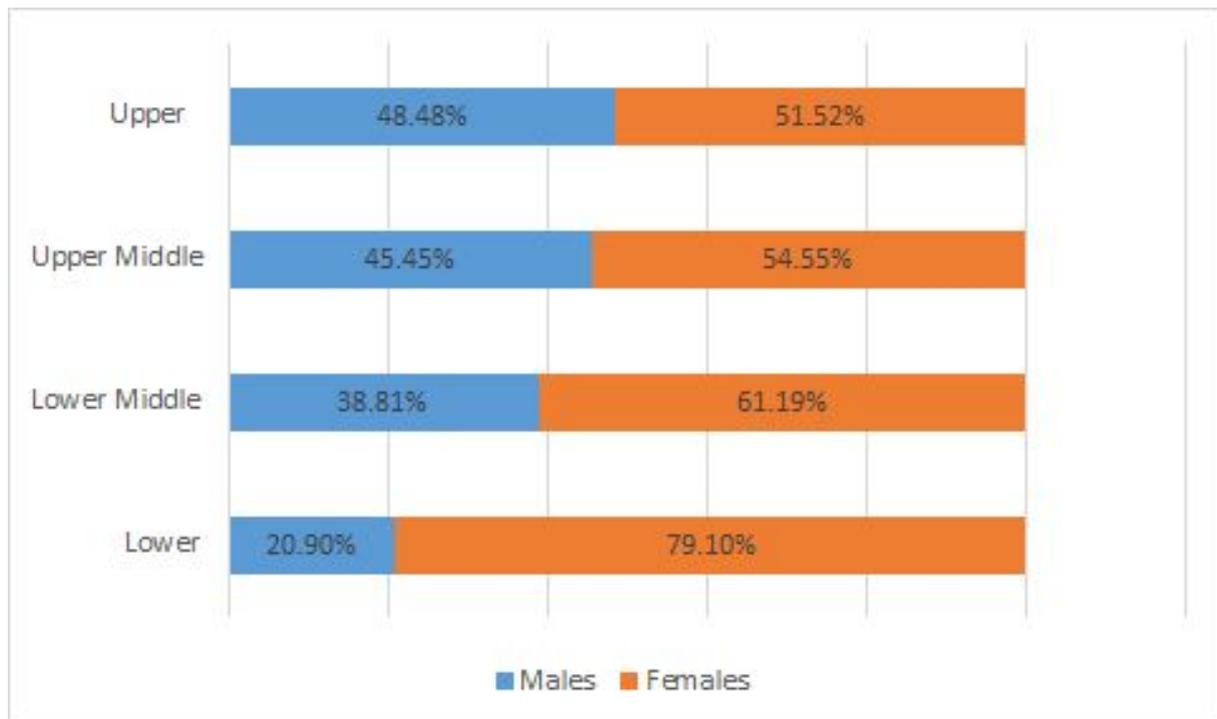
Looking at a sample of 25 Sixth Form Colleges, using the March 2019 figures, there is a wide range of gender pay data reported. The mean figure ranges from 5.1% to 32.2%; and the median from 2.5% to 52.7%.

It would appear then that Barton Peveril's mean and median outcomes for March 2019 lie approximately in the middle of these sixth form College ranges.

**The gender pay gap reported by ONS is a long time-series, calculated from the Annual Survey of Hours and Earnings (ASHE) which samples from all employee jobs in all sizes of company. This is different from the gender pay gap based on compulsory reporting for companies with 250 or more employees.*

Proportion of male and female employees in each pay quartile

The following chart shows 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.



It is the significantly higher percentage of females in the lowest quartile that contributes most to the College's gender pay gap.

Three year trend

	31/03/2017		31/03/2018		31/03/2019	
	Male	Female	Male	Female	Male	Female
Upper	45.16%	54.84%	45.31%	54.69%	48.48%	51.52%
Upper Middle	42.86%	57.14%	44.44%	55.56%	45.45%	54.55%
Lower Middle	42.86%	57.14%	39.68%	60.32%	38.81%	61.19%
Lower	19.05%	80.95%	20.63%	79.37%	20.90%	79.10%

An analysis of the data in this table reveals that there has been an decrease in the proportion of females in the Upper and Upper Middle categories. Conversely there has been an increase in the proportion of females in the Lower Middle category and whilst the proportion of females in the Lower category has decreased it is a minimal change. Together, these changes contribute to the explanation of the large increase in the median Gender Pay Gap in 2019.

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

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-rata'd in accordance with the FTE of each employee. As a result, those working part time and/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.

The Support Staff Standards Payments are not discretionary but are awarded to all staff who meet the criteria of a minimum of one year's service on the 31st December and completion of a successful appraisal. The difference in the amount of bonus payment received is based on FTE only.

Actions we are taking to reduce the gender pay gap

The College does not have an issue with unequal pay. However, it needs to consider how it will respond to the data presented in this report. There are two areas for focus:

1. How do we ensure that our recruitment practices continue to drive out any bias?
2. How do we encourage and support females in pursuing higher paid positions?

Recruitment

The College already follows best practice in relation to its recruitment processes to ensure that there is no gender bias in selecting people for interview or in appointing them to posts at the college. It does this by:

- Adverts are written in such a way as to appeal to a broad range of potential applicants and not to
- When shortlisting for roles, the application forms provided to managers do not contain any personal details in order to reduce the level of unconscious bias.
- During the selection process, we do not rely only on interviews to appoint a candidate. We use a range of tasks, such as, written tasks, scenario based questions, presentations etc, to determine suitability for the role.
- Interviews are structured so that all candidates are asked the same questions in the same order, thereby ensuring a fair process and reducing unconscious bias.

We will continue to monitor our recruitment processes and respond to advice and guidance on ensuring we have the best practices in place.

Coaching

The College has recently introduced its own coaching programme available to teaching staff. It is designed to enable all teaching staff to develop their skills - which will support their ongoing professional development and potential for promotion.

Leadership development training opportunities

The College offers leadership development training through the Wessex Programme for Future Leaders, Middle Managers and Senior Leaders. This regional initiative provides excellent training for leaders and potential leaders in the sixth form sector and has considerable success in terms of candidates moving on to more senior posts in the sector.

In addition the College will develop its own in-house course for future and middle leaders within the institution to provide opportunities for development. Leaders and managers will ensure females are encouraged and supported to pursue these opportunities.

College Policies

The College has family friendly policies in place, such as shared parental leave, flexible working, enhanced maternity and paternity pay, and emergency time off to care for dependents. As and when these policies are reviewed they will be externally scrutinised to ensure they support our Gender Pay Gap aim of reducing the current gap.