



**ST BRENDAN'S**  
SIXTH FORM COLLEGE

# **GENDER PAY GAP REPORT**

## **2021**

# INTRODUCTION...

## Our responsibilities

**Gender pay legislation requires employers with 250 or more employees to publish data clearly demonstrating how large the pay gap is between their male and female employees.**

As we have less than 250 staff, our college is not covered by, and therefore does not have to report on, gender pay. However, we recognise that people are our greatest asset and we are committed to fairness, equality and inclusion. As such, this information is a key element of our work to build greater equality across a more diverse and inclusive workforce.

The report is based on a snapshot of pay as at 31 March for the relevant reporting year. This report covers the period to 31 March 2021, including annual payments and bonuses which were paid between 01 April 2020 and 31 March 2021.

## Our college

We aim to create an inspirational and inclusive education and working environment, celebrating the diversity of our college community in our everyday actions. To succeed as a college, we believe our colleagues should represent a diverse range of backgrounds as part of an inclusive culture

The results help us to better understand and focus on the relevant issues, and we hold ourselves to account as we continue to plan and take action to improve on our current position.

We will continue to work to improve the gender balance at all grades. This will mean continuously examining and improving our recruitment and promotion practices to ensure everyone can develop and succeed at our college.

On the snapshot date we employed 214 staff.

# ABOUT THE GENDER PAY GAP...

As a society, achieving equality in pay between women and men has risen up the agenda over the past few years. The first set of statutory gender pay gap reports has increased transparency and scrutiny across all sectors and has been prominently reported in the media.

This is likely to assist in the drive to improve equal pay but, although the gap is decreasing over time in the United Kingdom, the Office for National Statistics calculations for April 2020 indicate there is still a way to go.

## What is the difference between the gender pay gap and equal pay?

It is important to note that the gender pay gap and equal pay are not the same thing.

**Equal pay** examines the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value in the same employment. It is unlawful to pay people unequally because of gender.

The **gender pay gap** shows the differences in the average pay between all men and women across the entire organisation, regardless of the level/grade at which they work. The gender pay gap represents the distribution of men and women in different roles at different pay grades.

In line with our legal obligations men and women are paid equally for work of equal value across the college. This ethos of equal pay is underpinned by a job evaluation system.

# THE SIX CALCULATIONS...

In line with the Gender Pay Gap reporting requirements we must publish the following information on an annual basis:

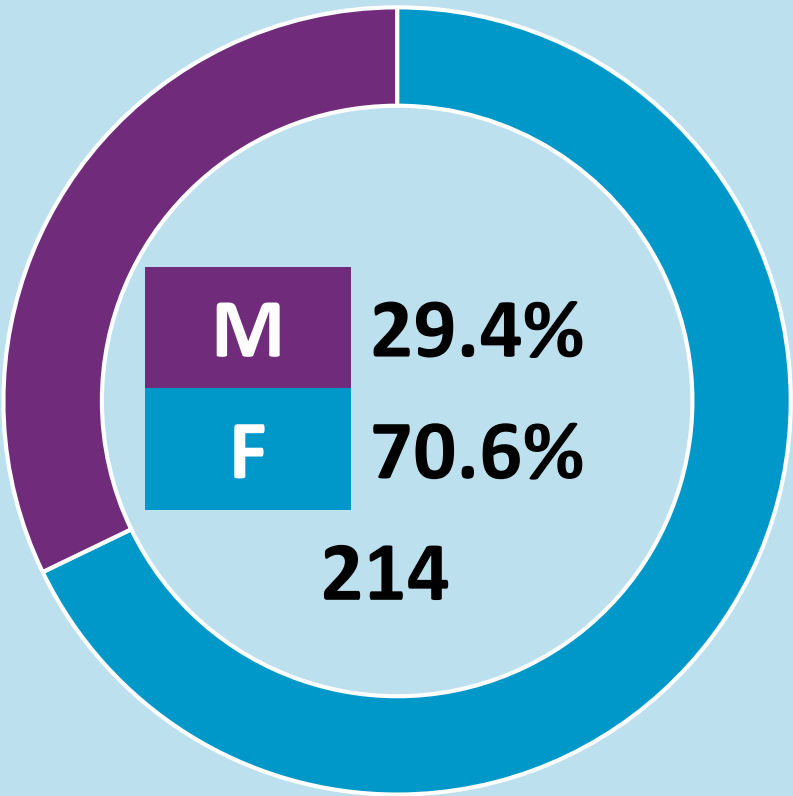
1. The difference between the **mean hourly rate of pay** of male full-pay relevant employees and that of female full-pay relevant employees
2. The difference between the **median hourly rate of pay** of male full-pay relevant employees and that of female full-pay relevant employees
3. The difference between the **mean bonus pay paid** to male relevant employees and that paid to female relevant employees
4. The difference between the **median bonus pay paid** to male relevant employees and that paid to female relevant employees
5. The proportions of male and female relevant employees who were paid bonus pay
6. The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

These calculations make use of two types of averages:

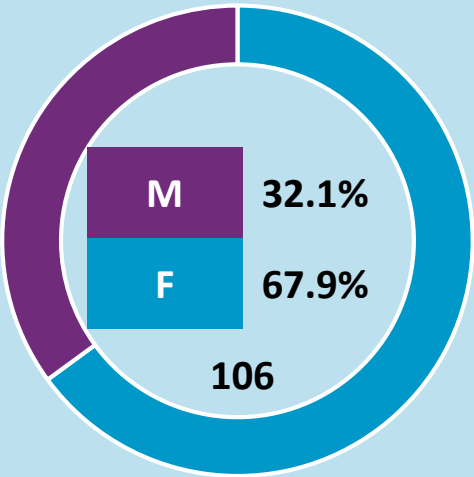
- A **mean** is the difference between the average hourly earnings of male and female staff
- A **median** is the difference between the midpoints in the ranges of hourly earnings of male and female staff. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle

# ST BRENDAN'S SIXTH FORM COLLEGE GENDER PAY GAP RESULTS...

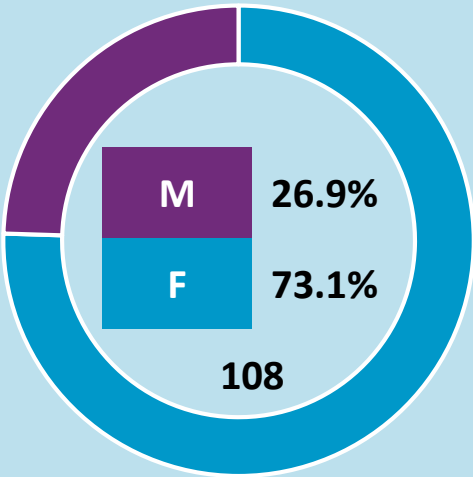
College demographic split



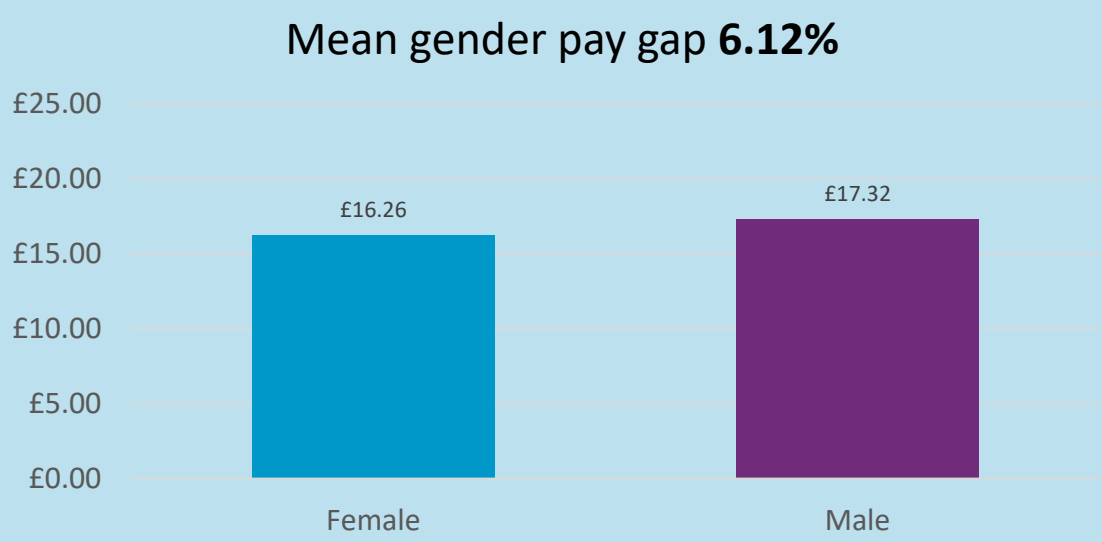
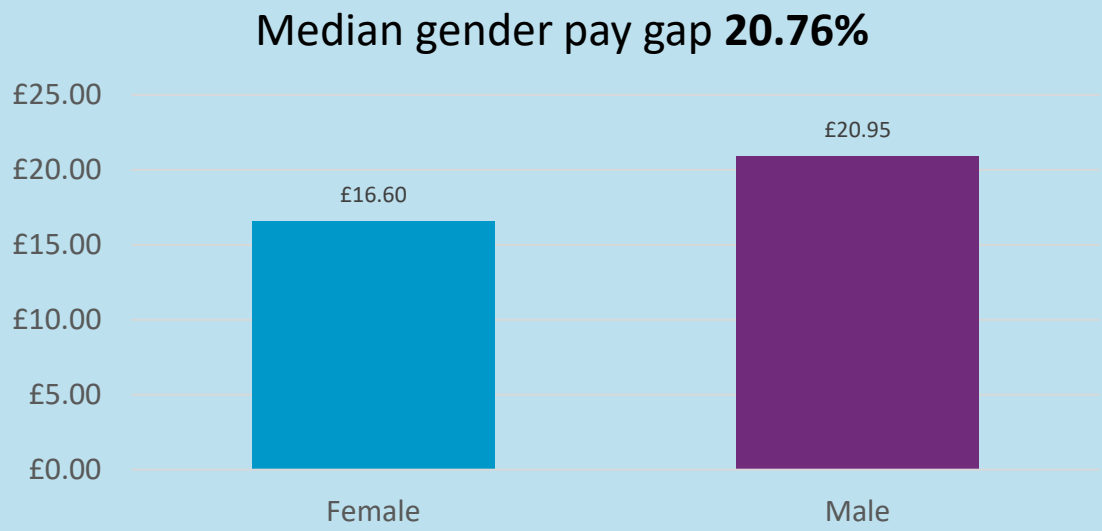
Teaching staff



Support staff



Difference between all male and female staff (calculations one and two)



	2018	2019	2020	2021
Median gender pay gap	10.91%	21.83%	20.47%	20.76%
Mean gender pay gap	6.95%	4.90%	11.77%	6.12%

Teaching staff

Median gender pay gap **0%**  
Mean gender pay gap **-1.87%**

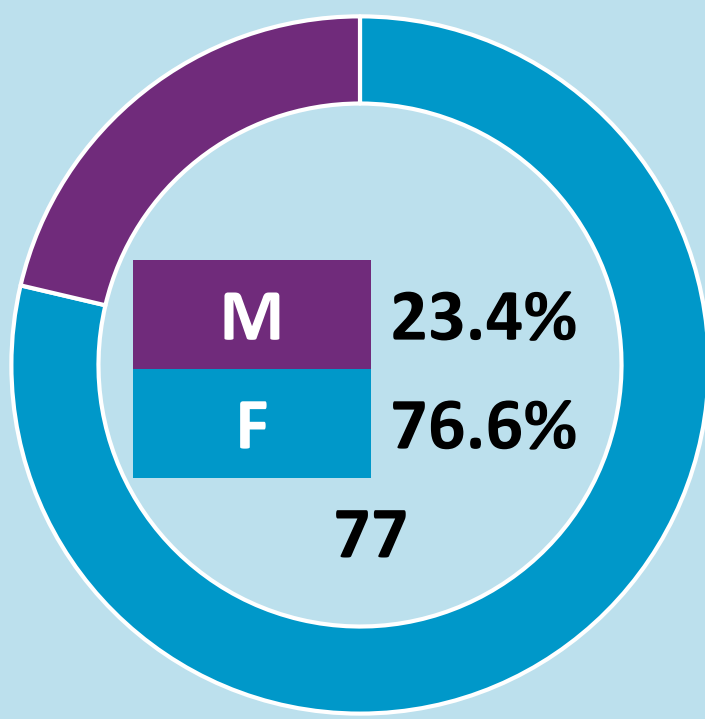
Support staff

Median gender pay gap **0%**  
Mean gender pay gap **11.38%**

# Difference between male and female staff (calculations three to five)

We have reported only on that group of staff eligible to receive a ‘performance related’ bonus payment called Support Staff Standards Payment (SSSP) under their terms and conditions of employment in the 12 months ending with the period of reference (i.e. 01/04/2020 to 31/03/2021).

## Eligible staff demographic split



### Median

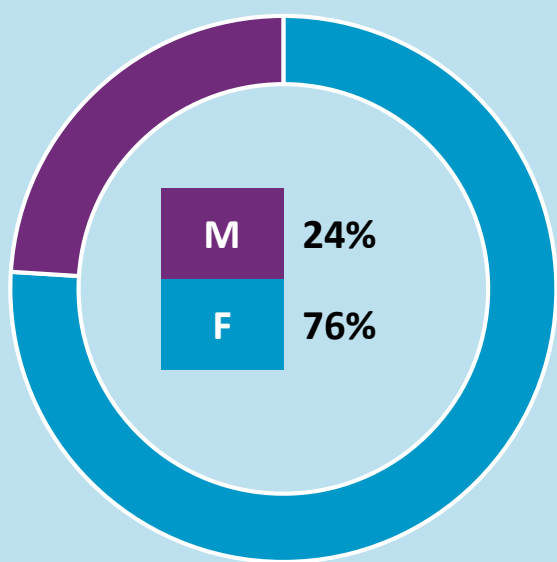
Median gender pay gap **13.89%**

### Mean

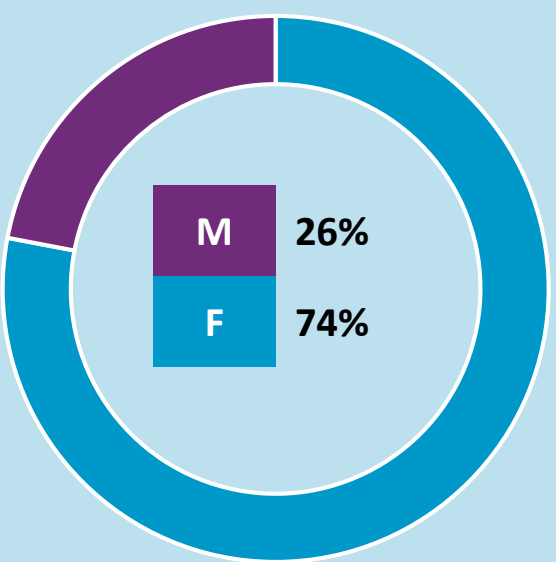
Mean gender pay gap **3.45%**

Pay quartiles (calculation six)

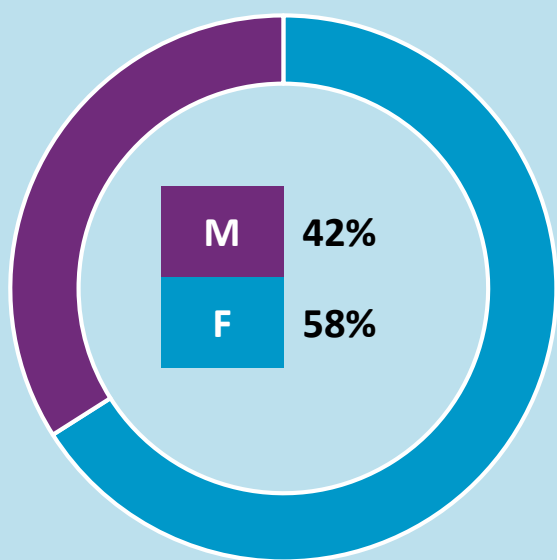
Lower



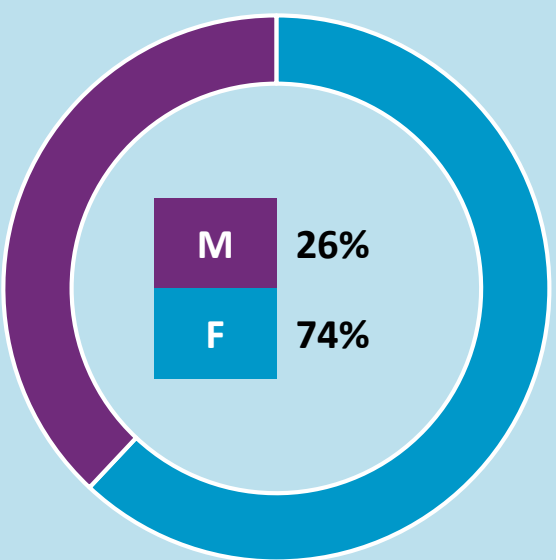
Lower middle



Upper middle



Upper



The above data illustrates the gender distribution at the college across four equally-sized quartiles.

The proportion of men and women across the pay quartiles is largely consistent, and reflects our organisational gender profile. The exception to this is quartile 3 where there is a lower proportion of female to male than the other quartiles



# PRIORITIES MOVING FORWARD...

## What have we done in 2021?

Since March 2021 a number of actions have taken place which are likely to positively impact the Gender Pay Gap Report for next year. Actions included:

- Appointment of a female Vice Principal;
- Formation of the College Leadership Team made up of eleven staff, eight of which are female;
- Implemented a new middle leadership level within teaching where seven of the 11 managers are female;
- Advertising job roles with transparent pay ranges and an openness to flexible working arrangements
- Implemented a new Flexible Working Policy to further embed a flexible culture;
- Introduced Pulse Survey's so we can hear the views of all our people. This generates real-time data on key people issues.

## What are we planning on doing?

- People and Culture Strategy - Introduction and implementation of our People and Culture Strategy which has a number of strategic objectives around Equality, Diversity and Inclusion.
- Flexible Working – identify and increase recognition and support for staff who are carers to identify what issues they face;
- Flexible Working – making the right to request flexible working a day one right
- Talent management – introducing career conversations as part of the appraisal process;
- Pay – implementation of the Real Living Wage;
- Parental leave – increasing the amount of paternity leave enabling new parents to take equal responsibility for childcare commitments.