



# **GENDER PAY GAP REPORT**

## **2018-19**



**Prepared 28<sup>th</sup> February 2019**

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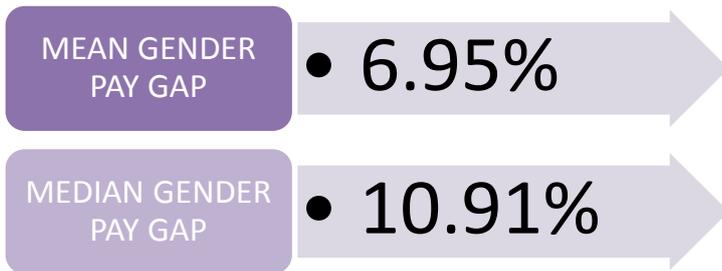
**Review date 1<sup>st</sup> December 2019**

# GENDER PAY GAP REPORT 2017-18

**Definitions:** The **mean hourly rate** is the average hourly wage across the College's whole staff so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The **median hourly rate** is calculated by ranking all employees and taking the hourly wage of the person in the middle. The median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

For the reference period ending on 31<sup>st</sup> March 2018 our reported gender pay gap data is:



Our reported gender pay gap in the previous year ending on 31<sup>st</sup> March 2017 was:



## Pay & Grading

St Brendan's Sixth Form College's pay and grade approach supports the fair treatment, reward and recognition of all our employees irrespective of gender or other Equality Act characteristics.

### Support Staff grades

St Brendan's Sixth Form College uses pay scales and grades as recommended by the Sixth Form Colleges Association for its Support Staff. Grade/Pay ranges for Support Staff vary according to the level of responsibility in a role. Job roles in the college are assessed by a Job Evaluation Panel, inclusive of staff representatives, using a systematic Job Evaluation Scheme. The scheme allows the panel to assess an appropriate grade for any role to establish an appropriate pay-grade range. Staff can expect to move through the pay range for their grade to the maximum for that grade.

If any member of Support Staff wishes to have their grade and pay reconsidered in their current role they may apply for a reassessment in the annual Job Evaluation review

process. There is also an Appeals process available. We are satisfied through the equitable application of this Job Evaluation scheme that male and female Support Staff in the same grade with the same length of service will receive the same hourly rate for equivalent work. Through this arrangement we deliver equal pay arrangements for this group of staff.

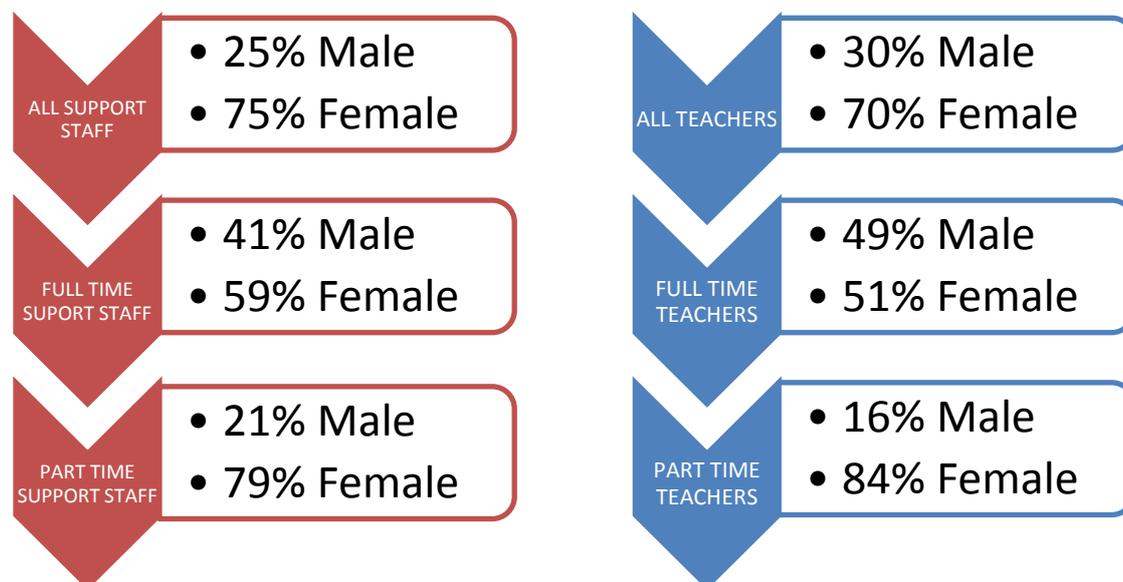
### Teachers Pay

Teaching staff are appointed to a pay spine point according to their teaching experience and qualifications at the time of appointment. Teachers normally progress by one spine point each 1st September until the maximum point (6) of their main-scale is reached. When point 6 is reached they become eligible to apply for the Professional Standards Payment (PSP) as their next pay progression increment. If they meet the PSP criteria they will be placed on the first point of three on the PSP range at the next 1<sup>st</sup> September. Their position on the PSP Range will then be reviewed every two years until they reach the PSP maximum of point 9. We are satisfied that male and female teachers of the same experience, qualifications and length of service will receive the same hourly rate and we deliver equal pay arrangements for this group of staff.

### Gender Pay Gap

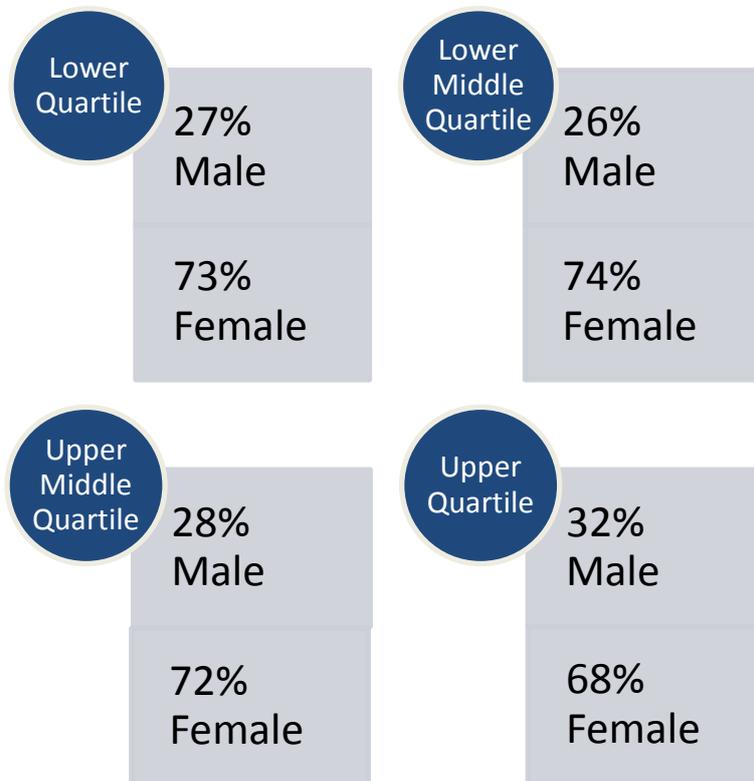
St Brendan’s Sixth Form College has a high percentage of ‘relevant’ female staff at 67.5% overall as outlined in our annual Equality Diversity & Inclusion Monitoring of the Workforce report for 2017-18. 56% of all our relevant staff are working part time hours, 44% of our relevant staff are full time.

In our Gender Pay Gap analysis of ‘full-pay relevant’ staff we have the following distribution of male to female and part-time to full-time ratios:

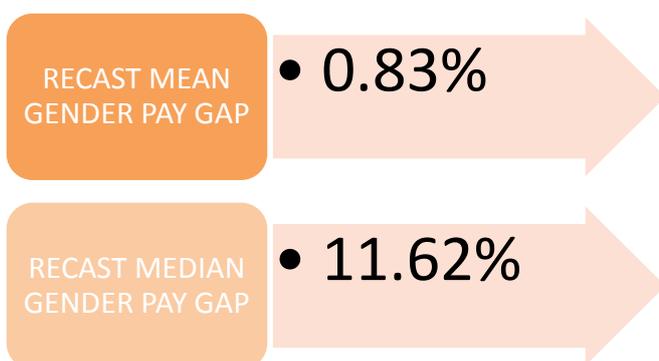


Pay quartiles are calculated by splitting all our pay relevant staff into four even groups according to their hourly pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation. In our Gender Pay Gap analysis of ‘full-pay relevant staff’ we see that the College has similar distribution

across all four quartiles. The lower quartile and the lower middle quartile contain our Support Staff roles which are predominantly term time only positions, and the lower quartile also contains our Cleaners. The lower middle quartile has a higher number of males occupying whole year specialist, professional or technical Support Staff roles. This lower middle quartile in 2018 also contains two of our teaching staff (2) on the main-scale pay points 1 to 5 with the remainder of teachers in 2018 being in the upper middle and upper quartiles on pay points 6-9.



In common with the UK Education sector as a whole, our College is predominantly female. It is also the case that women outnumber men at each level of our organisation except at senior post holder level. However, having a predominantly female workforce (*as 72% of full pay relevant staff*) means that even small fluctuations in the male workforce can have a significant impact on our gender pay gap. For instance, if we were to have a female, instead of a male Principal, the ‘recast’ overall Mean gender pay gap (*see below*) would drop from 6.95% to 0.83% but the Median then increases from 10.91% to 11.62%.



Similarly, based on how the gender pay gap is calculated, if the College were to employ more men in the lower pay quartiles, while keeping the overall number of staff constant, this would also act to reduce the gender pay gap percentages.

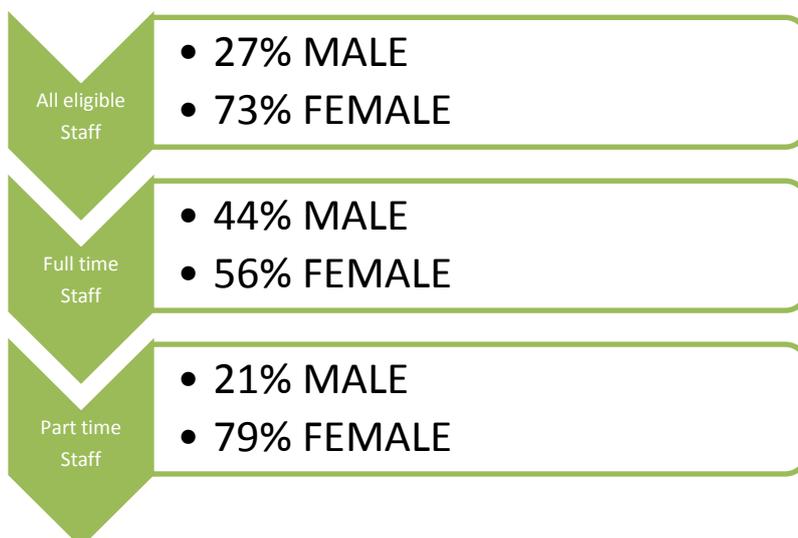
### GENDER BONUS PAY GAP



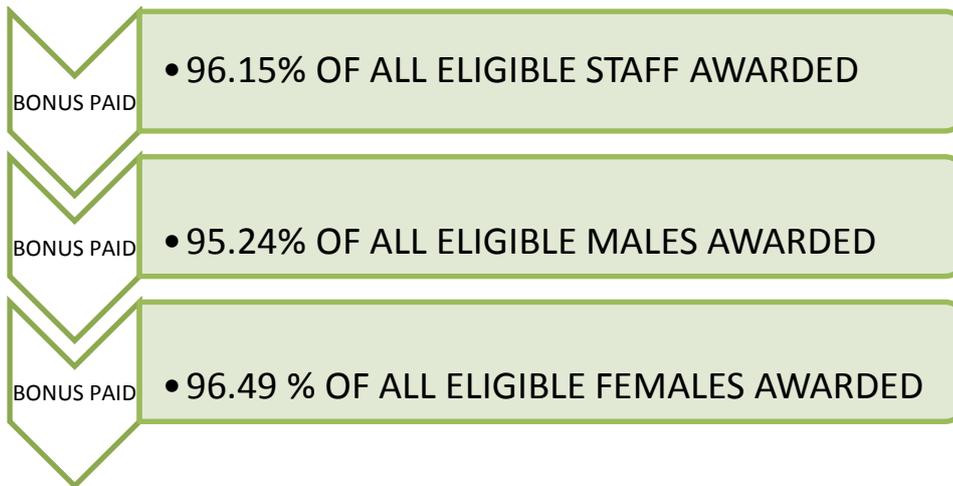
We have reported only on that group of staff eligible to receive a 'performance related' bonus payment called Support Staff Standards Payment (SSSP) under their terms and conditions of employment in the 12 months ending with the period of reference (*ie 01/04/2017 to 31/03/2018*).

That group of bonus eligible staff is restricted to those Support Staff who have at least a full 12 months service at the annual review date. Teaching staff and Support Staff with less than 12 months service are not eligible for this, or any other, bonus payment and are excluded from our reported figures. SSSP is paid pro rata to hours and weeks worked so for any part-time staff it will be less than the full award sum of £320 and the majority of eligible staff are term time only workers so are technically part-time. Eligibility for the SSSP bonus is based on having satisfactory performance and attendance over the previous year. Where an SSSP bonus is denied in any year there is an appeals process available to eligible staff.

### Staff Eligible for Bonus Payment



## Proportion Paid Bonus Male or Female



The bonus gap mean at the time of reporting was 12.9% and the median was 0.84% (reported officially as 0.8%). However given that the payment is paid pro-rata to hours and weeks worked (fraction of full-time) and 96.49% of all eligible females received the award against 96.24% of all eligible males this does not of itself indicate any unfairness in the scheme as currently applied.

## Eradicating the Gender Pay Gap - actions

The College will continue to ensure that gender equality is key aspect of our Equality, Diversity and Inclusion Strategy. In terms of our current reporting we provide an annual report on Equality, Diversity & Inclusion Monitoring of the Workforce which includes detailed analysis of Ethnicity, Age, Sexual Orientation, Disability, Religion/Belief and Marital or Civil Partnership status.

Despite the gender distribution in the sector as a whole we will continue to consider how we can attract more men into our College to create a more even gender balance, given that we have more women than men at every level of our organisation, including the senior management team. As an equal opportunities employer, we still firmly believe in appointing the best candidate into the role, regardless of their gender or any other factors covered by the Equality Act. This remains our intention as stated in our Recruitment Policy and processes.

*I declare that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.*

Lorraine Nowlan FCIPD  
Head of Human Resources  
St Brendan's Sixth Form College  
6<sup>th</sup> March 2019