

## Gender Pay Gap Report for Greater Brighton Metropolitan College 2020/21

### Introduction

This gender pay gap analysis examines the difference between men's average salaries compared to women's average salaries and provides a straightforward measure of overall difference as a %. This involves carrying out six calculations that show the difference between the average earnings of men and women in our College; it does not involve publishing individual employee data.

The figures provided have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Information) Regulations 2017. The results below are a snapshot of tax year ending 2021.

The College is required to publish the results on its own website and the government pay gap viewing service website, <https://www.gov.uk/government/news/view-gender-pay-gap-information> this allows the results to be compared to other organisations' results.

This analysis reveals that the College has an overall mean gender pay gap of **1.57%** a **decrease from 2.91%** for the previous tax year. The positive % indicates that women are paid on average that % less than men.

### % of Employees in Each Pay Quartiles by Gender

How many men and women are in each quarter of the College payroll.

Lower Quartile		Lower Quartile	Middle	Upper Quartile	Middle	Upper Quartile	
Male	29.32%	Male	32.26%	Male	46.37%	Male	21.77%
Female	70.68%	Female	67..74%	Female	53.63%	Female	78.23%

### Gender Balance at the College

There were 993 employees at the College at the time of the analysis

% Female	67.57%
% Male	33.42%

### Comparison with Other Organisations

	Mean gender pay gap
Office of National Statistics	15.4%
East Sussex College Group	9.9%
Chichester College Group	9.8%
Department for Education	4%
BHASVIC	3.3%
Greater Brighton Metropolitan College %	1.57%

The data included on the Direct Gov Gender Pay Gap viewing service at the time of writing this statement illustrates that the College Groups of a similar size (1000 to 499 head count) to GB MET, and based in the South East vary between a gender pay gap of 9.9% and 9.8%. GBMET pay gap being considerable lower at 1.57%.

## **Summary**

Women are over represented in all four quartiles. This has provided the gender pay gap. All four quartiles are reflective of gender balance at the College.

The College is confident that the gender pay gap does not stem from paying its male and female staff differently for equal work. All support staff jobs are subject to job evaluation to ensure a fair pay structure and all academic jobs are aligned to an objective pay-spine, which follows AoC recommendations.

## **What the College is doing to address the gender pay gap**

Whilst the College gender pay gap compares most favourably with that of organisations across the sector and the national results, we are not complacent and are committed to continue to reduce the gap.

As an organisation we are committed to maintaining fair, transparent and robust staff recruitment and selection policy and procedures that are gender neutral. Applicants are provided to recruiting manager anonymously, to score and selected for interview. To avoid unfair bias, we use structured interviews where all candidates are asked the same questions, this avoids unfair bias. All posts within the College are aligned to a College pay grade. This ensures male and female post holders are paid equally.

All staff are required to complete mandatory Equality and Diversity training on joining the College and updating this knowledge regularly. This helps to raise awareness and reduce discrimination.

The College has a range of family friendly policies. The policies are readily available to all staff via MET Net or by requesting them from HR. This enables both male and female employees to discuss such matters as flexible working arrangements, adoption leave and parental leave which do not impact negatively on their employment

The College aims is to maintain the low level gender pay gap, one way we will do this is to improve our talent management and succession programmes to ensure all employees have every opportunity to develop their careers.