

Gender Pay Gap Report for Greater Brighton Metropolitan College 2019/20

Introduction

This gender pay gap analysis examines the difference between mens' average salaries compared to womens' 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 end 2019.

The College is required to publish the results 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 **2.26%**, which is an **increase of 0.22%**. Using the median measure, there is no pay gap (i.e.**0%**). This is a **decrease of 6.5%** from last year.

% of Employees in Each Pay Quartiles by Gender

Number of men and women in each quarter of the College payroll.

Lower Quartile		Lower Quartile	Middle	Upper Quartile	Middle	Upper Quartile	
Male	34.97%	Male	39.51%	Male	36.36%	Male	33.57%
Female	65.03%	Female	66.49%	Female	63.64%	Female	66.42%

Gender Balance at the College

There were 1144 employees at the College at the time of the analysis

% Female	63.9%
% Male	36.1%

Comparison with Other Organisations

	Greater Brighton Metropolitan College %	Office of National Statistics %	FE Sector* *TES
Median gender pay gap	0%	17.3%	14.4%

The data included on the Direct Gov Gender Pay Gap viewing service at the time of writing this statement illustrates that Colleges in South East vary between a gender pay gap of between 14.8% and 15.6%.

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 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.

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 family friendly policies have been harmonised following merger. The policies readily available to all staff via MET Net or by requesting them from HR. This enables both male and female employees to discuss flexible working arrangements and would not impact negatively on their employment

The College aims is to maintain the current 0% 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.