

Gender Pay Gap Report for Greater Brighton Metropolitan College 2017/18

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 will 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 2017.

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 gender pay gap of **11.2%**.

% 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 | 30.0% | Male | 36.6% | Male | 42.3% | Male | 38.5% |
| Female | 69.9% | Female | 63.4% | Female | 57.7% | Female | 61.5% |

Gender Balance at the College

There were 1113 employees at the College at the time of the analysis

| | |
|-----------------|-------|
| % Female | 63.6% |
| % Male | 36.4% |

Comparison with Other Organisations

| | Greater Brighton Metropolitan College % | Office of National Statistics National % | FE Sector |
|------------------------------|---|--|-------------|
| Median gender pay gap | 11.2% | 19.2% | 25%* |

*supplied by FE News

The data included on the Direct Gov Gender Pay Gap viewing service at the time of writing this statement illustrates that Colleges nationally vary between a gender pay gap of between 7.2% and 40.2%. The average published at the time for FE Colleges in Sussex is 19.6%

Summary

Women are proportionately underrepresented in the upper middle quartile and over represented in the lower quartile at the College, which has resulted in the gender pay gap. Both the lower middle and upper quartiles are reflective of the gender balance of the organisation

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 reducing 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.

Further steps will include:

- Family friendly policies and processes to be reviewed and harmonised. The policies will be re-launched to ensure that all staff are aware of these policies and can access them. This will enable both male and female employees to discuss flexible working arrangements and would not impact negatively on their employment
- The College is looking at ways to improve our talent management and succession programmes to ensure all employees have every opportunity to develop their careers.