

# Gender Pay Gap Report for Greater Brighton Metropolitan College 2018/19

## 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 2018.

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 **6.5%** this has decreased by 4.7% from last year.

## % of Employees in Each Pay Quartiles by Gender

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

Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
Male	34.8.%	Male	34%	Male	31.9%	Male	45.1%
Female	65.2%	Female	66%	Female	68.1%	Female	54.9%

## Gender Balance at the College

There were 1105 employees at the College at the time of the analysis

<b>% Female</b>	63.5%
<b>% Male</b>	36.5%

## Comparison with Other Organisations

	Greater Brighton Metropolitan College %	Office of National Statistics National %	FE Sector* *TES
<b>Median gender pay gap</b>	<b>6.5%</b>	<b>17.9%</b>	<b>14.4%</b>

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 11.1% and 27.2%. The average published at the time for FE Colleges in the South is 17.8%

## **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 were re-launched to ensure that all staff are aware of these policies and can access them. This enables 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 further reduce the 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.