



Barton Peveril
Sixth Form College

Gender Pay Gap Report
Barton Peveril Sixth Form College

*Report published March 2023 relating to
the College's position on 31 March 2022*

Introduction

This report is the third Gender Pay Gap report produced by Barton Peveril Sixth Form College in response to the legislation requiring its publication.

The headline figure is that the College's mean Gender Pay Gap as measured on 31st March 2022 was 10.97%.

Background

The government introduced legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. These regulations require relevant public organisations to publish their gender pay gap annually by 30 March, including the:

- Mean and median gender pay gaps
- Mean and median gender bonus gaps
- Proportion of men and women who received bonuses
- Proportions of male and female employees in each pay quartile

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings. For example a 20% gender pay gap denotes that women earn 20% less, on average, than men.

The gender pay gap is different to equal pay which deals with the pay differences for men and women who carry out the same jobs, similar jobs, or work of equal value. A gender pay gap does not necessarily indicate that there is an equal pay issue.

This report fulfils the College's reporting requirements and analyses the figures in more detail.

Definitions

Relevant Employees: All employees employed by the College on the snapshot date.

Full-pay relevant employees: All employees who were paid their usual full pay in March 2022. This means that anyone who was absent on maternity leave, paternity leave, shared parental leave, unpaid leave or potentially sick leave will not be included in some of the statistics if they received less than full pay during the pay period.

Pay period: This is the period in which employees are paid their basic pay. The relevant pay period for this report is the month in which the snapshot date falls, i.e. March 2022.

Context

Barton Peveril is a thriving sixth form college with 4,700 full-time students. The College is made up of 11 teaching departments, each led by a Director, and 10 support departments, each led by a manager. Directors and managers report a member of the Senior Leadership Team. The Senior Leadership Team consists of

the College Principal, Deputy Principal and three Vice Principals. The College employs approximately 320 members of staff in a wide range of roles and working patterns.

The College employs its own cleaning and catering staff so these roles, which are predominantly occupied by females, are included in the College's Gender Pay Gap figures. This is a less common arrangement than in many colleges where one or other or both of these services are outsourced and are therefore not included in their Gender Pay Gap calculations. This can make a significant difference to the calculated figures.

Gender pay gap analysis

Headline gender pay gap figures

The following data is our gender pay gap report for the snapshot date of 31 March 2022. The bonus pay data is based on the bonuses paid to employees in the 12 months leading up to the snapshot date, i.e. 1 April 2021 to 31 March 2022.

- The mean gender pay gap for Barton Peveril is 10.97%
- The median gender pay gap for Barton Peveril is 21.44%.
- The mean gender bonus gap for Barton Peveril is 9.31%.
- The median gender bonus gap for Barton Peveril is 15.08%.
- The proportion of male employees in the College receiving a bonus is 97.5% and the proportion of female employees receiving a bonus is 98.4%.

This data tells us that on average, men are paid 10.97% higher than women and receive 9.31% higher bonus payments, using the mean average methodology.

Three year trends - Gender Pay Gap

31/03/2020		31/03/2021		31/03/2022	
Mean gender pay gap (%)	Median gender pay gap (%)	Mean gender pay gap (%)	Median gender pay gap (%)	Mean gender pay gap (%)	Median gender pay gap (%)
15.83	29.11	17.75	31.9	10.97	21.44

The March 2022 figures show a reduction in both the mean and median gender pay gap in comparison to previous years. It is likely that improvement in the gender pay gap this leave is due to the following:

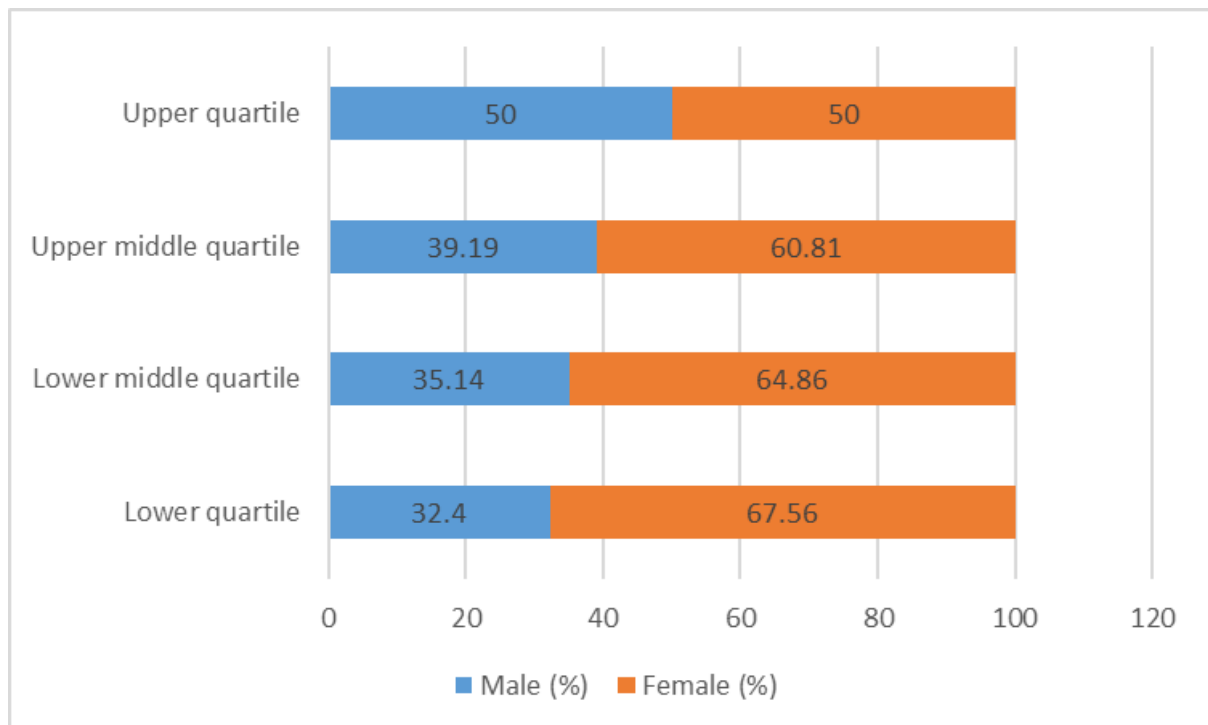
- There has been a gradual increase in the number of males in the cleaning and catering teams;
- There is an increase in the number of females in support manager roles;
- There is an increase in the number of males in support roles.

Benchmarking

The Office for National Statistics (ONS) reported that among all employees in 2022 the gender pay gap was 14.9%, which decreased from 15.1% in 2021, and from 17.4% in 2019. ONS note that over the Covid-19 pandemic earnings were affected by the furlough scheme and data collection was disrupted with lower response rates, meaning that this data should be treated with caution with a focus on long term trends rather than year on year changes.

Proportion of male and female employees in each pay quartile

The following chart shows the percentage of male and female employees in each quartile, which is the gender split when the hourly rate of pay is ordered from lowest to highest and then grouped into 4 equal quartiles.



It is the significantly higher percentage of females in the lowest quartile that contributes most to the College's gender pay gap.

Three year trend - Quartiles

	31/03/2020		31/03/2021		31/03/2022	
	Male %	Female %	Male %	Female %	Male %	Female %
Upper	44.93	55.07	50	50	50	50
Upper Middle	41.43	58.57	43.1	56.9	39.19	60.81

Lower Middle	39.13	60.87	36.1	63.9	35.14	64.86
Lower	20	80	19.2	80.8	32.4	67.56

Proportion of male and female employees receiving a bonus payment

The bonuses awarded by the College include:

- Long service awards (vouchers)
- Support Staff Standards Payments
- Christmas bonus for Catering and Cleaning staff

All support staff are eligible to apply for a payment each year known as the 'Support Staff Standards Payment'. The Support Staff Standards Payments are pro-rata'd in accordance with the FTE of each employee. As a result, those working part time and/or term time will receive a lower bonus payment when compared to full time employees. At the College, the majority of part time and term time roles tend to be filled by women.

The Support Staff Standards Payments are not discretionary but are awarded to all staff who meet the criteria of a minimum of one year's service on the 31st December and completion of a successful appraisal. The difference in the amount of bonus payment received is based on FTE only.

Three Year Trend - Bonus Gender Pay Gap

31/03/2020		31/03/2021		31/03/2022	
Mean gender bonus gap (%)	Median gender bonus gap (%)	Mean gender bonus gap (%)	Median gender bonus gap (%)	Mean gender bonus gap (%)	Median gender bonus gap (%)
10.61	0	0.37	0	9.31	15.08

The year on year differences in the bonus pay gap will be due to the number of bonuses awarded, for instance, in 2021 an all staff bonus was awarded, and the eligibility of staff entitled to receive the bonus, for instance, support staff are not entitled to the Support Staff Standards Payment unless they have been in post for a full calendar year.

Actions we are taking to reduce the gender pay gap

The College does not have an issue with unequal pay. However, it needs to consider how it will respond to the data presented in this report. There are two areas for focus:

1. How do we ensure that our recruitment practices continue to drive out any bias?
2. How do we encourage and support females in pursuing higher paid positions?

Recruitment

The College already follows best practice in relation to its recruitment processes to ensure that there is no gender bias in selecting people for interview or in appointing them to posts at the college. It does this by:

- Adverts are written in such a way as to appeal to a broad range of potential applicants.
- Recruiting managers, SLT and HR are trained in Safer Recruitment practices.
- When shortlisting for roles, the application forms provided to managers do not contain any personal details in order to reduce the level of unconscious bias.
- During the selection process, we do not rely only on interviews to appoint a candidate. We use a range of tasks, such as, written tasks, scenario based questions, presentations etc, to determine suitability for the role.
- Interviews are structured so that all candidates are asked the same questions in the same order, thereby ensuring a fair process and reducing unconscious bias.

We will continue to monitor our recruitment processes and respond to advice and guidance on ensuring we have the best practices in place.

Coaching

The College has its own coaching programme available to teaching staff. It is designed to enable all teaching staff to develop their skills - which will support their ongoing professional development and potential for promotion.

Leadership development training opportunities

The College offers leadership development training through the Wessex Programme for Future Leaders, Middle Managers and Senior Leaders. This regional initiative provides excellent training for leaders and potential leaders in the sixth form sector and has considerable success in terms of candidates moving on to more senior posts in the sector.

College Policies

The College has family friendly policies in place, such as shared parental leave, flexible working, enhanced maternity and paternity pay, and emergency time off to care for dependents. As and when these policies are reviewed they will be externally scrutinised to ensure they support our Gender Pay Gap aim of reducing the current gap.