



Our aim at Bridgend College is to create an environment where everyone feels supported, valued and respected.

We are committed to ensuring all our staff have the opportunity to advance their career with us and will seek to remove any barriers which prevent people engaging with such opportunities.



## Simon Pirotte

CEO and Principal of Bridgend College



## Am Goleg Penybont : About Bridgend College

We are an award winning Further Education College supporting over 6,000 learners and employing over 700 members of staff across our five campuses. Our mission is to support our learners and staff to be all they can be.

## Beth yw'r Bwlch Cyflog Rhwng y Rhywiau? What is the Gender Pay Gap?

The gender pay gap is the difference between the average earnings of men and women. Any gap is expressed as a percentage of men's earnings.

The Gender Pay Gap is not the same as Equal Pay. Equal Pay relates to men and women being paid equally for the same work.

## Gofynion Deddfwriaethol Legislative Requirements

As an organisation employing over 250 staff we are required by law to publish data relating to the gap in pay between men and women. We are required to publish findings by the 30th of March 2018, based on data captured on the 31st of March 2017. Under the regulations, we are required to report annually on the following;

- The difference in mean pay between genders
- The difference in median pay between genders
- The number of men and women in each quartile of the pay range.

## Pam mae hyn yn bwysig? Why is this important?



Our staff are at the centre of everything we do. We are committed to creating the conditions which enable staff and students at the college to achieve extraordinary results. This includes valuing difference whilst ensuring our culture is inclusive, supportive and fair.



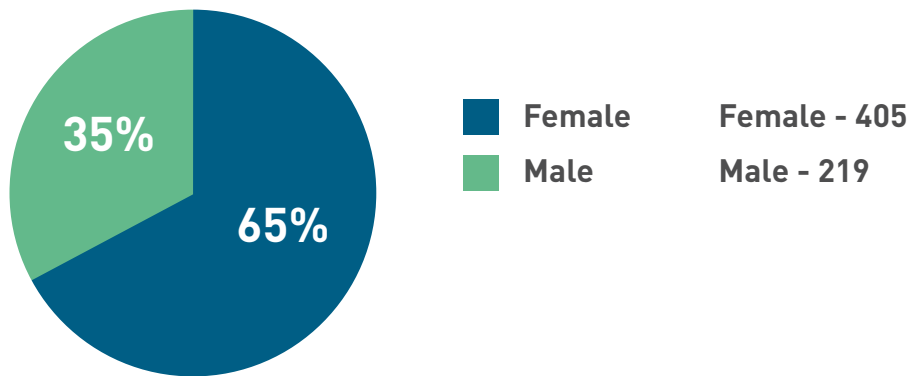
## Sam Morgan

Director of People at Bridgend College



### Balans Rhyw / Gender Balance

At Bridgend College, 65% of our workforce are female and 35% are male.



### Blwch Cyflog Cymedrig / Mean Pay Gap

The mean pay gap is the difference in average hourly rates of pay that male and female employees receive. Hourly rates are taken and are divided by the number of people in the data set.

**Mean  
18.8%**

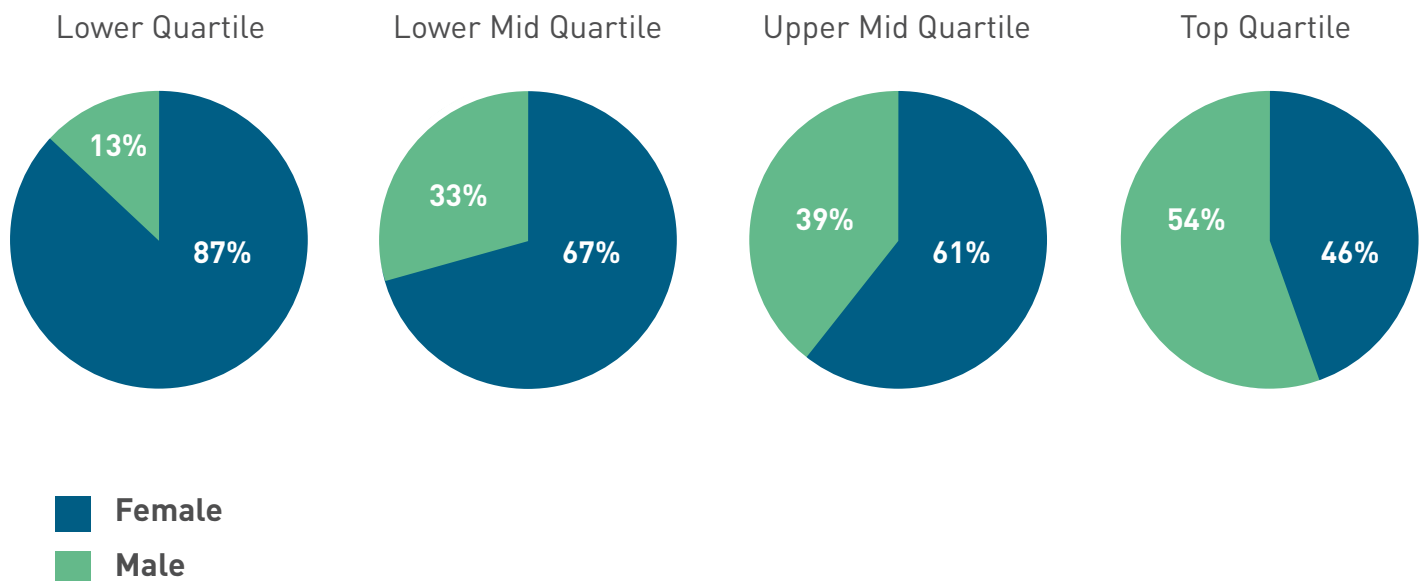
### Blwch Cyflog Canolrifol / Median Pay Gap

The median pay gap is the difference in mid points of the ranges of hourly rates of pay for male and female employees. We arrive at the median by ordering individual rates of pay from lowest to highest and comparing the middle value.

**Median  
36.8%**

### Cyfrannau o ddynion / menywod ym mhob chwarterl

The proportions of males / females in each quartile:



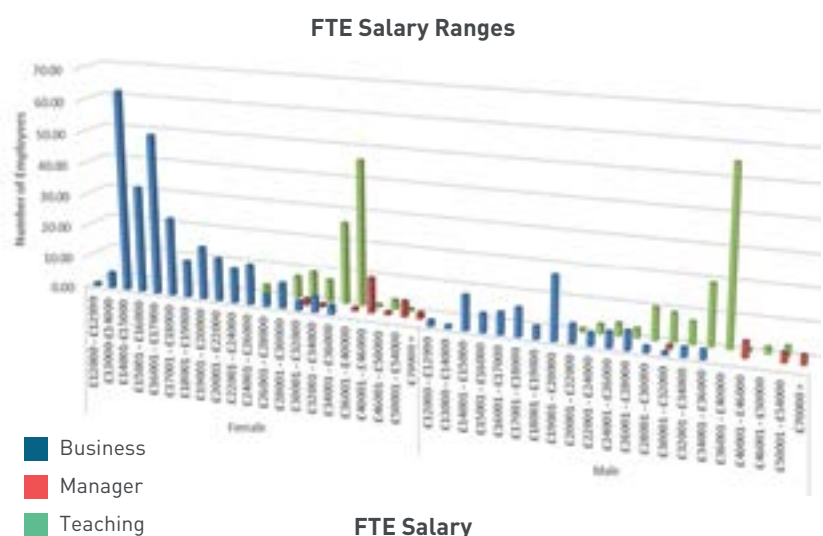
## Pam mae gennym fwlch cyflog rhwng y rhywiau yng Ngholeg Penybont? Why do we have a gender pay gap at Bridgend College?

It is fair to say that those jobs which fall within the lower quartiles are traditionally viewed by society as offering more opportunities for part time work and/or flexible working patterns.

Analysis of Bridgend College jobs advertised at the lower quartiles (over a three month period) showed a greater number of applications from females as opposed to males, therefore females are more likely to be appointed into these roles as they form a larger part of the candidate pool.

The Office for National Statistics recently published figures confirming “42 per cent of women work part-time compared to only 12 per cent of men. Because the hourly earnings of part-time employees tend to be less, on average, than the earnings of full-time employees, women are more likely to receive lower hourly rates of pay”.

The gender pay gap per category shows interesting trends, in that the majority of women are in the lower quartile of Business support roles. However in teaching staff, that gender pay gap is significantly reduced, with more similar pay scales being achieved by men and women alike. In management roles, trends actually reverse and more women than men feature in the management category.



## Sut rydym ni'n bwriadu cau'r bwlch? How do we intend to close the gap?

We recognise that used to its full potential, gender pay gap reporting is a valuable tool for assessing equality in the work place, female and male participation, and how effectively talent is being maximised. Over the next 12 months we will seek to reduce the gap by focusing on the following areas;

- Critically evaluating our recruitment process to eliminate bias (as far as is possible), including the use of gender neutral images.
- Ensuring all staff participating in recruitment activities have been trained to recognise and challenge bias.
- Interrogating recruitment channels to ensure we use those which reach the most diverse range of candidates, thereby ensuring an inclusive approach.
- Engaging more effectively with staff to understand what barriers they perceive there are to moving into higher paid roles (if any).
- Taking an active part in recruiting in diverse areas, such as recruitment fairs at universities, disability networks and social media, to raise young people's awareness of the different career opportunities available within the FE sector.

- Working with Managers across the organisation to develop an inclusive approach to succession planning/career development.
- Continually reviewing data relating to recruitment, pay progression, career development and turnover to establish an inclusive approach which is truly person centred and supports all our staff to be all they can be.
- Developing our support for people with caring responsibilities, alongside training for all managers.

We continue to advance in this area of work so that all of our staff have the support in place to be all they can be, regardless of gender or personal circumstances.

I confirm that the gender pay gap data contained in this report is accurate.



**Simon Pirotte**  
CEO and Principal of Bridgend College