

BRIDGEND COLLEGE

GENDER PAY GAP REPORT 2018



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

We use a person centred approach to ensure all our staff have the opportunity to advance their career with us and will seek to remove any barriers which prevent people from being all that they can be.



About Bridgend College

We have recently been voted the **2019 TES FE College of the Year** and achieved a rare double excellent grade in our most recent Estyn Inspection. We support over 6,000 learners and employ in excess of 700 members of staff across our five campuses. Our latest staff survey reported 98% of staff are happy to work for us.

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.

This report provides an overview of 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.

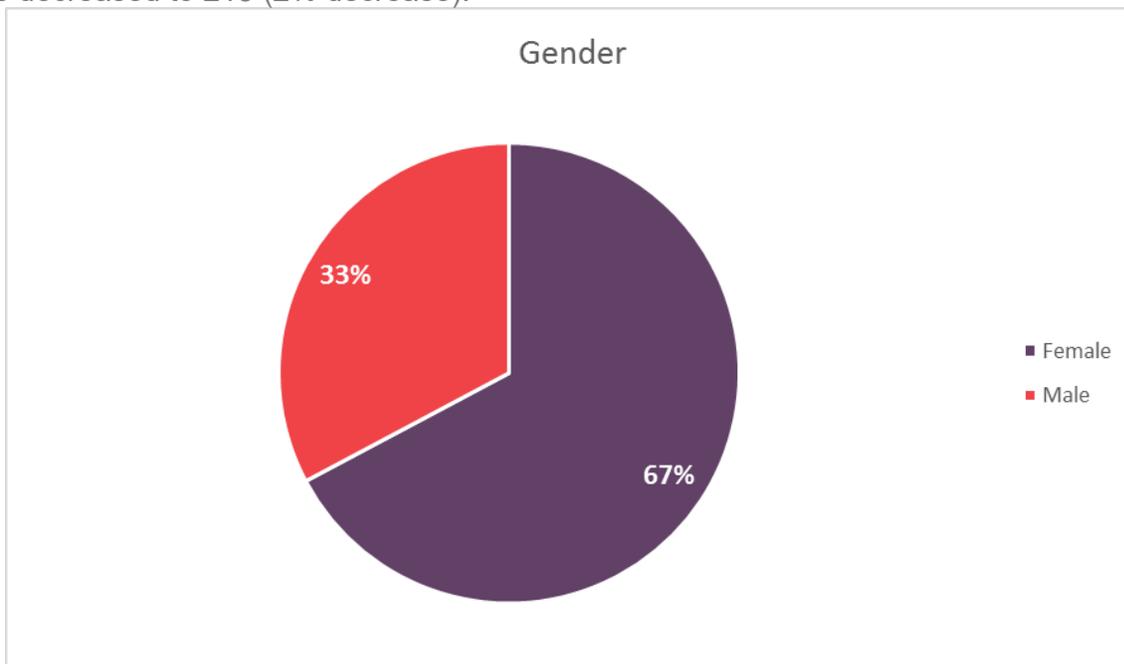
“Our staff are at the centre of everything we do. We are committed to creating the conditions which enable staff and students at the college to achieve extraordinary results. This includes valuing difference whilst ensuring our culture is inclusive, supportive and fair.”

Samantha Morgan, Director of People



Key Data

The snapshot at March 2017 showed that we had 405 females and 219 males working in the College. In March 2018, the number of females working increased to 441 (2% rise) and the number of males decreased to 215 (2% decrease).



Our 2018 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

19.4%

Our 2018 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 ranking individual rates of pay from lowest to highest and comparing the middle value.

Median

33.53%

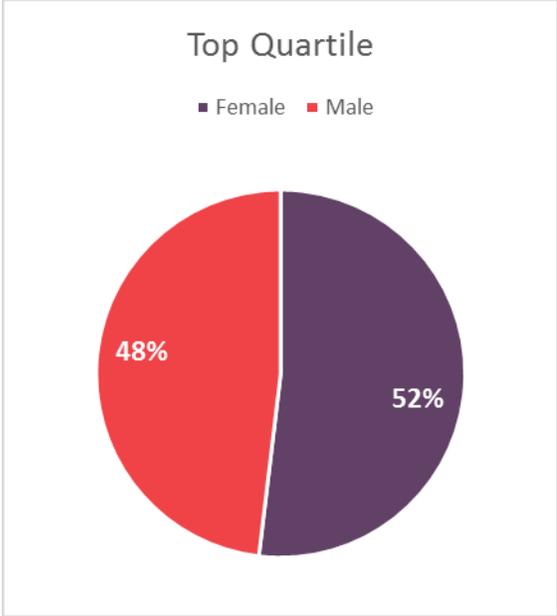
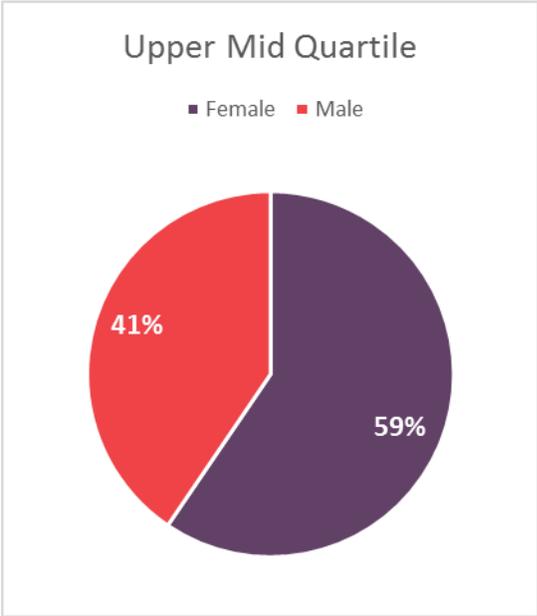
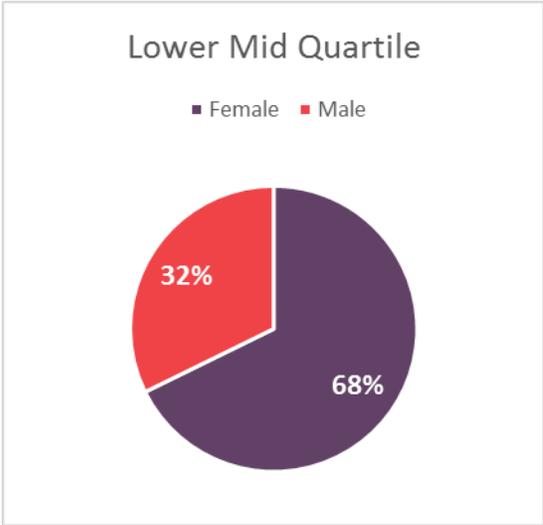
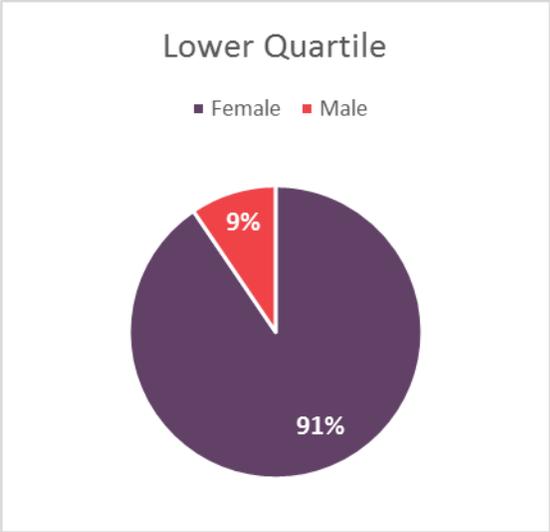
Last year we published our first Gender Pay gap report based on figures taken on the 31st of March 2017. The analysis we carried out showed we had a Median Gender Pay Gap of **36.8%**. Our latest figures, taken at March 2018, illustrate a decrease to **33.53%**.

Our Mean figure **for 2018 has slightly increased to 19.85% from March 2017 which was 18.8%**

This slight increase is mainly due to an increase in the number of females lower down the salary structure. Women make up 46% of higher-paid jobs and 87% of lower-paid jobs

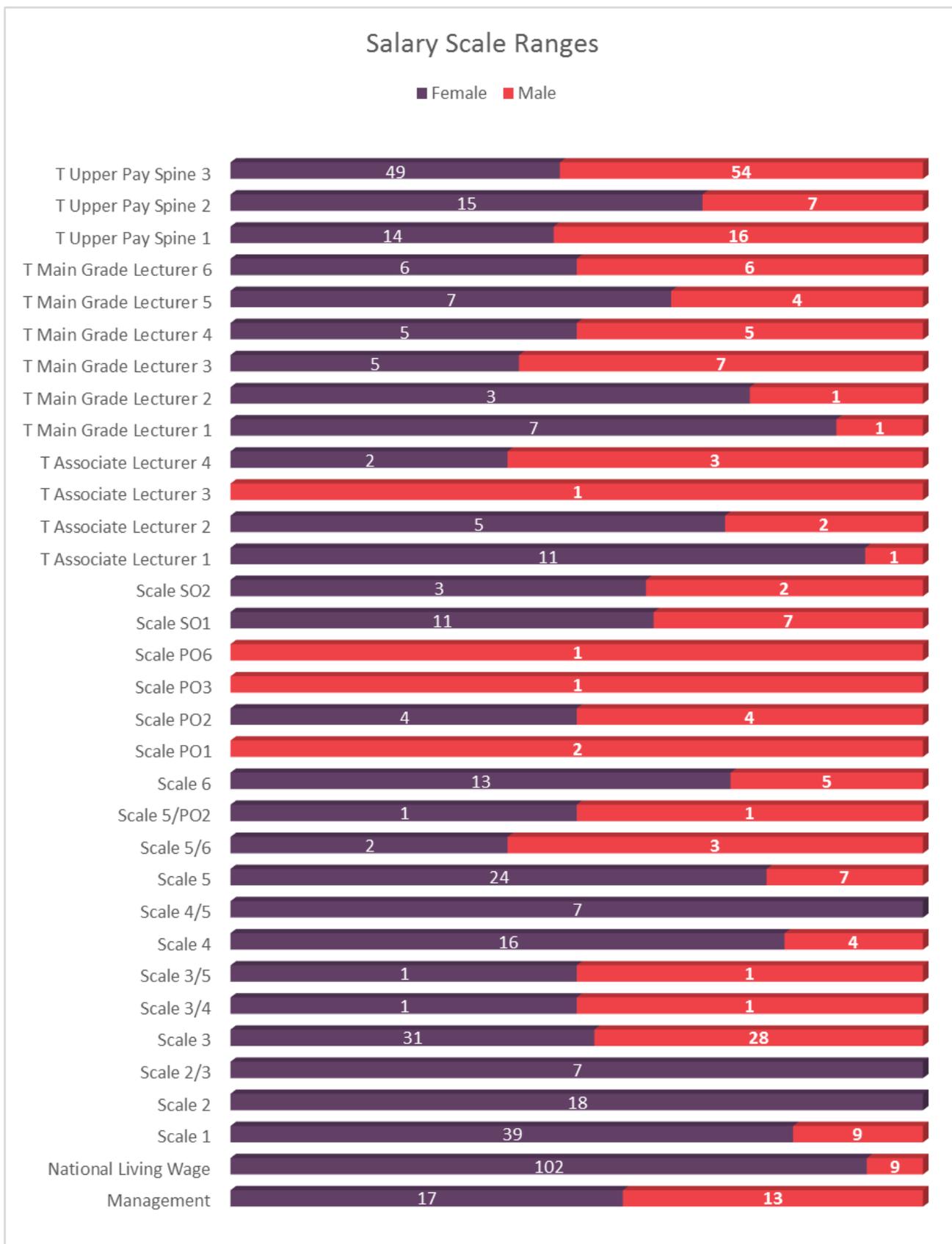
Proportion of Males/Females in Quartiles

The quartiles reflect the lowest paid in the College (Lower quartile) through to the highest paid in the College (Top Quartile). As you will see from the charts below, the lower quartiles are female dominated. However throughout all the quartiles, the proportion of females employed is higher than males, indicating Bridgend College is a progressive inclusive organisation whose policies support work life balance and flexible working.



What is the gender distribution across roles in the College?

We can see from the graph below that the majority of lower scale jobs at the College have high percentages of females. Roles in these lower grades attract much higher levels of female applicants and comprise of roles such as classroom support workers, cleaners and nursery staff. These lower scale roles have high proportions of part time and term time only workers. Attention is also drawn to the fact that in the upper grades of lecturers and management, there is a well balanced split of female / male.



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 past 12 months we have sought to reduce the gap by focusing on the following areas;

- We have critically evaluated our recruitment process to eliminate bias (as far as is possible), including the use of gender neutral images.
- We have ensured all staff participating in recruitment activities have been trained to recognise and challenge bias.
- We have interrogated recruitment channels to ensure we use those which reach the most diverse range of candidates, thereby ensuring an inclusive approach.
- We are 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.
- We have signed up to the Chwarae Teg Fair Play programme and will use feedback from surveys to identify further opportunities to improve equality and diversity in the workplace.
- We utilise nationally agreed pay scales for Lecturers that allow the College to objectively pay staff based on their role, skills, qualifications and experience.
- For other roles, including Business Support and Management, we utilise benchmarking data and job evaluation principles as an objective framework to ensure transparency, fairness and consistency.

Training, Development and Progression

We are working with Managers across the organisation to develop an inclusive approach to succession planning/ career development

We are 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.

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

Simon Pirotte
Principal