

BRIDGEND COLLEGE GENDER PAY GAP REPORT 2019



Our aim at Bridgend College is to be a real people centred organisation; 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.



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 four campuses. Our mission is to support our learners and staff to be all they can be.

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.

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 2020, based on data captured on the 31st of March 2019.

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.

Why is this important?

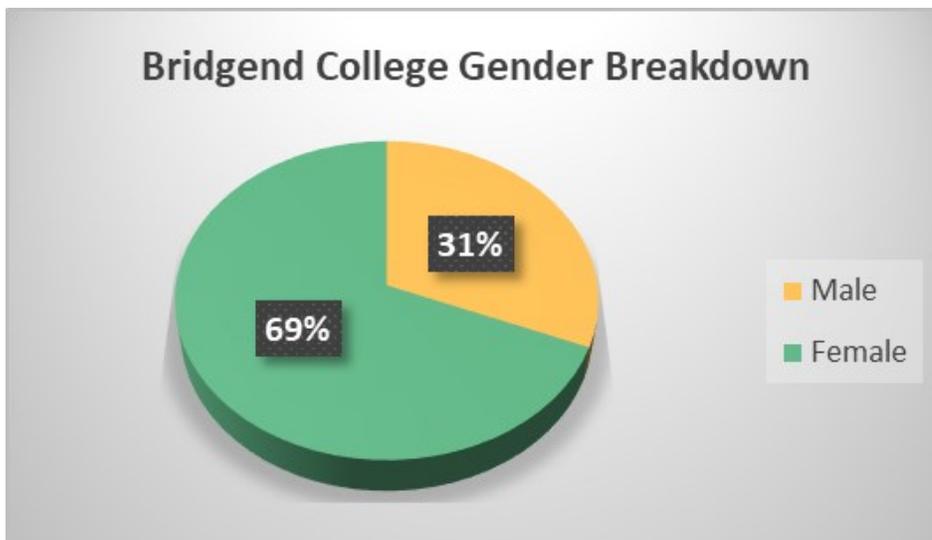
“Our staff are at the centre of everything we do. We are committed to creating the conditions which enable staff and students at the college to achieve extraordinary results. This includes valuing difference whilst ensuring our culture is inclusive, supportive and fair.”

Sam Morgan, Director of People



Key Data

The snapshot at March 2019 showed that we had 441 females and 202 males working in the College eligible out of the staff group, excepting those on maternity leave, paternity leave, reduction due to sickness or an unpaid leave of absence, as per the Gender Pay Gap guidelines.



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

21%

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

37%

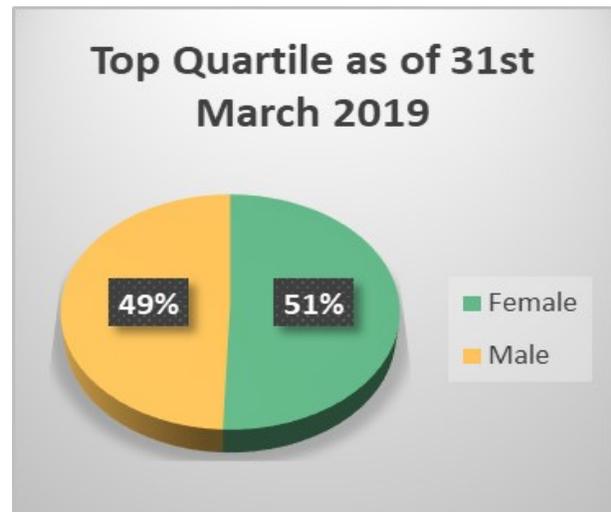
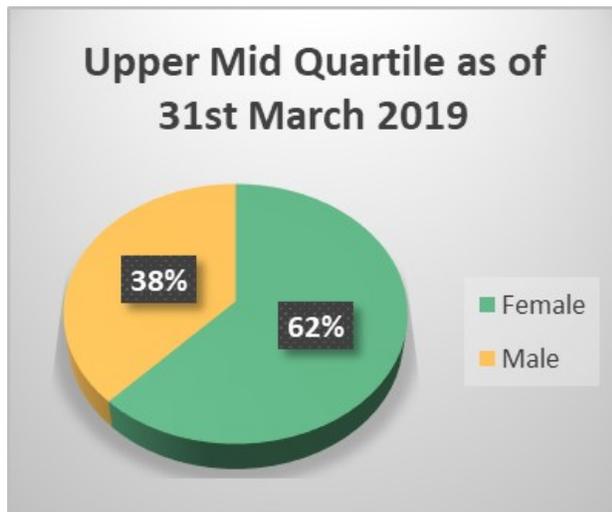
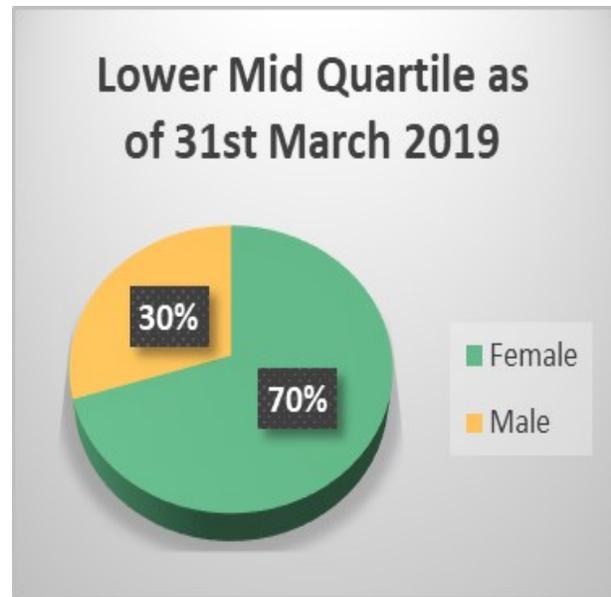
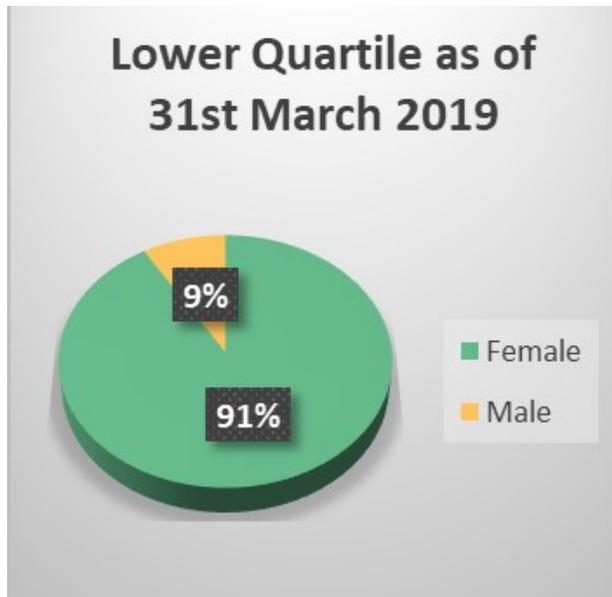
Our 2019 Median pay gap has increased from our previous report in 2018 by 1.6% and our Mean pay gap has also increased by 3.2%, which reflects our growth in the number of female staff who are employed in roles that are mainly part time, term time only and paid below a Scale 3.

Following internal recruitment, 5 females were successful in moving from their role to alternative positions within the College that have extra responsibilities, leading to an increase in their hourly rate. In addition, 2 of our male directors were also successful in progression.

Between 1st April 2019 and 31st March 2019 we advertised 77 vacancies and out of the 981 who applied 71% were female.

Proportion of Males/Females in Quartiles

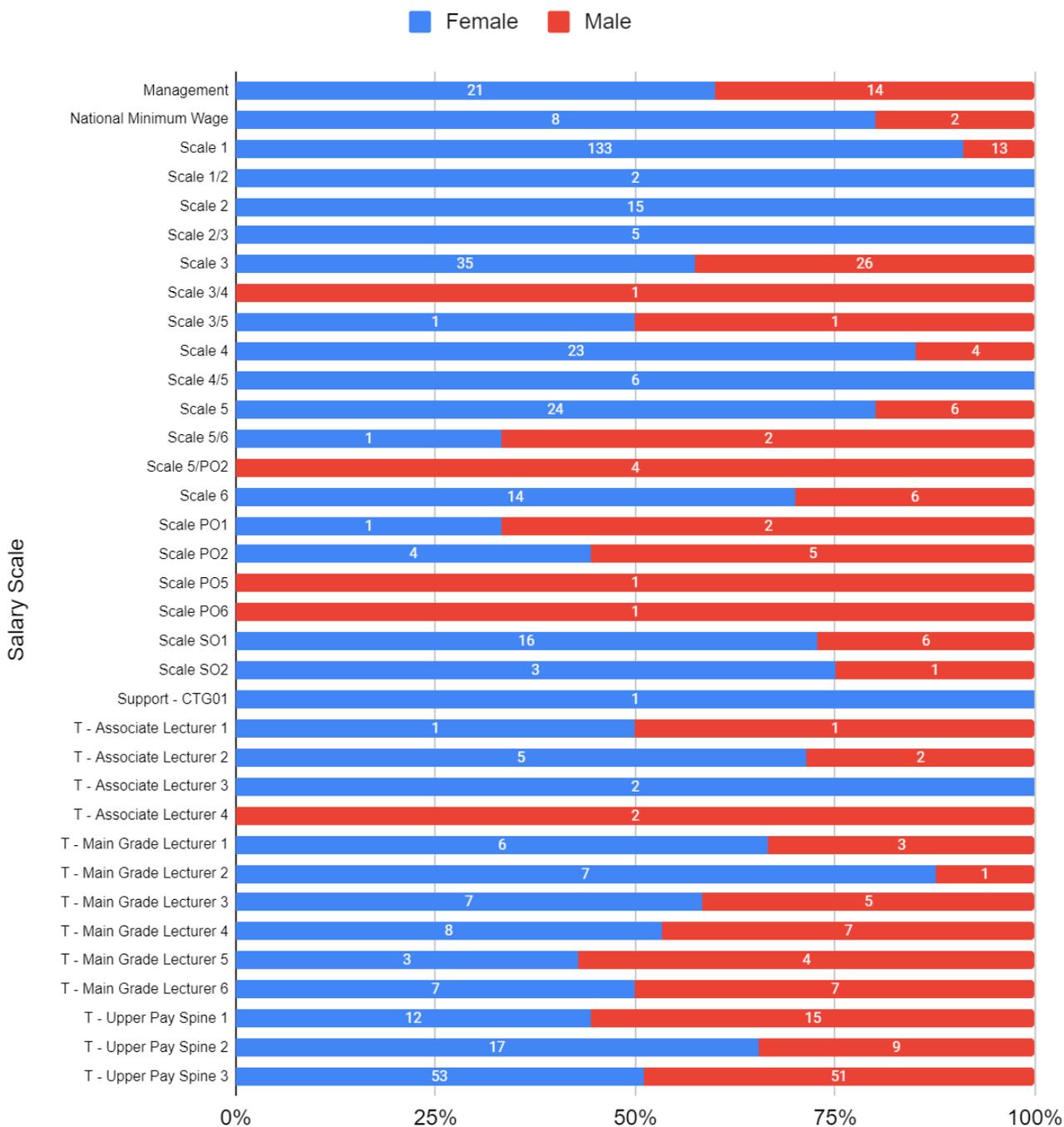
The quartiles reflect the lowest paid in the College (Lower quartile) through to the highest paid in the College (Top Quartile). As you will see from the visuals below, the first 2 quartile are significantly female dominated. However throughout all the quartiles, the proportion of females employed is 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 our salary range graph above that the majority of females at the College are paid on the lower scale jobs – which are typically roles such as classroom support workers, cleaners, nursery staff – all of which are generally part time and term time only. However, we can also see from this visual, that in the upper grades of lecturers and management, there is a well balanced split of female / male, which would indicate no barrier to progression.

Gender Distribution Across Grades 2019



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;

- Out of all roles recruited in this period, 71% of applicants have been female. The roles have included support roles, development trainers and lecturers in multiple disciplines. 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, ensuring where possible gender balanced panels are in place.
- 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 via WISE which promotes females in STEM, 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 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.
- 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.
- We are engaging more effectively with staff to understand what barriers they perceive there are to moving into higher paid roles (if any) and ensuring they have access to CPD to support progression.
- We have implemented an Equality Diversity and Inclusion steering and working group to take forward the design and delivery of a plan which enhances Equality, Diversity and Inclusion across all areas of the college.
- We have been awarded silver by the Chwarae Teg Fair Play programme and will continue to identify further opportunities to improve equality and diversity in the workplace.
- We are working with managers across the organisation to develop an inclusive approach to succession planning/ career development, including a Person Centred Leadership Programme. To date, 4 males and 13 females have been through this development. fairness and consistency.

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

Simon Pirotte

Principal