

## Gender Pay Reporting 2020 (Reported 2021)

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The gender pay gap shows the difference in the average pay between all men and women in a workforce.

The snap shot data for the Buckinghamshire College Group effective March 2020 shows the following statistics, included are the previous 2 year's data.

Totals 2020				Totals 2019				Totals 2018			
hourly rate	male	female	% pay gap	hourly rate	male	female	% pay gap	hourly rate	male	female	% pay gap
mean	£14.60	£14.08	3.5%	mean	13.87	13.7	1.23%	mean	13.7	13.76	-0.46%
median	£14.24	£12.32	13.5%	median	13.42	11.92	11.18%	median	13.69	12.55	8.33%
<b>Bonus</b>				Bonus				Bonus			
mean	£512.52	£723.05	-41.08%	mean	625	1048.78	-67.81%	mean	1230.67	2339.6	-90.11%
median	£100.00	£100	0	median	100	100	0.00%	median	100	100	0.00%
number of bonuses	8	13	4.40%	number of bonuses	6	9	3.35%	number of bonuses	6	5	3.21%
number of staff	182	333	515	number of staff	179	291	470	number of staff	187	275	462

## Hourly rate

This is the difference in hourly pay of male and female full-time relevant employees per March time period snapshot, expressed as a percentage of the hourly pay of male relevant employees. This means that a positive number indicates men earn more than women and a negative number will mean the reverse.

The Buckinghamshire College Group mean % shows that on average men are paid more than women by 3.5%. The median result (the mid-point) shows that men are paid 13.5% higher than women, which is a slight increase of 2% from last year.

The gender pay gap among full-time employees in the UK stands at 8.9% (compared to 3.5% (mean/average) of the College), little changed from 2018, and a decline of only 0.6 percentage points since 2012. This means that the College is still ahead of the average and has a little way to go to get to 0%.

## Bonus

This refers to the bonus pay paid to male and female employees during the 12 months prior to the snapshot date, expressed as a percentage of the bonus pay paid to male relevant employees. There were 8 men and 13 women who received bonuses at the College during this time period. This includes, for reporting purposes the £100 'you make a difference' award and performance related pay.

The College has a -41.08% score in favour of females getting bonuses rather than males, but the median is 0% as the mid-point for both columns was £100. This data highlights that we have a female Principal and CEO which affects the average ratings.

## Quartiles

The relevant employees were organised into evenly sized quartiles based on ranking of all full-pay individuals from highest to lowest by hourly rate of pay. The data focuses on each quartile highlighting the number of full-pay male and females in each quartile as a percentage of the total in the quartile.

2020				1. Male/total employees per quartile *100	2. Female/total employees per quartile *100
	Male	Female	Grand Total	%	%
LQ	43	87	130	33.1%	66.9%
LMQ	35	94	129	27.1%	72.9%
UMQ	59	70	129	45.7%	54.3%
UQ	45	82	127	35.4%	64.6%
Grand Total	182	333	515	35.3%	64.7%

2019				1. Male/total employees per quartile *100	2. Female/total employees per quartile *100
	Male	Female	Grand Total	%	%
LQ	30	86	116	25.8%	74.10%
LMQ	46	72	118	38.9%	61%
UMQ	55	63	118	46.6%	53.30%
UQ	48	70	118	40.6%	59.30%
Grand Total	179	291	470	38.1%	61.9%

2018				1. Male/total employees per quartile *100	2. female/total employees per quartile *100
	Male	Female	Grand Total	%	%
LQ	44	72	116	37.9%	62.0%
LMQ	43	72	115	37.3%	62.6%
UMQ	54	61	115	46.9%	53.0%
UQ	46	70	116	39.6%	60.3%
Grand Total	187	275	462	40.5%	59.5%

The College has more females in every quartile, which is not unusual for an Educational establishment where the demographics regularly show a higher proportion of female to male and is comparable to 2019 and 2018. Organisations that have a higher percentage of woman in the lower quartile and a higher percentage of men in the higher quartile show that there is a gender pay

gap. The College shows that there is between 50 – 70% of women in each quartile, indicating as per our hourly rate and bonus results that the College continues to not have a significant gender pay issue.