



GENDER PAY GAP REPORT as at March 2023

Buckinghamshire College Group is committed to equality of opportunity and to ensuring that staff are paid equally for doing the same work. We have demonstrated this by basing our pay structures on objective criteria. We are also committed to addressing any disproportionate representation within the workforce through our recruitment and development strategies.

Any organisation employing 250 or more employees must publicly report on its gender pay gap. The gender pay gap shows the difference in the average and median earnings between all men and women in an organisation.

We are required to report in six different ways: the mean (average) and median (middle point) gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the number of men and women in each quartile band.

The results for the college March 2023 are as follows:

	Mean	Median
Gender Pay Gap	5.2%	16.7%

- Proportion of male employees receiving a bonus: 8.6%
- Proportion of female employees receiving a bonus: 7.7%.

The proportions of males and females in each quartile are as follows:

Band	Males	Females	Quartile
A	24%	76%	Lower
B	32%	68%	Lower-Median
C	42%	58%	Median-Upper
D	41%	59%	Upper

The gender pay gap as reported by the ONS, has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full time employees and in April 2023 it stands at 7.7%. The College’s overall mean gender pay gap is 5.2 % (increased from last year by 3 pp) which is 2.5% lower than the average. Our median gender pay gap is higher than the ONS national reported median gender pay gap of 14.3% (2.4 pp). In the last academic year (although we still have more women in each section), there has been an increase of men recruited into senior roles, replacing previously female employees, which has negatively increased our results. In the current year this has evened out again.

Buckinghamshire College Group is committed to undertake the necessary action to close its gender pay gap. We shall continue to:

- Undertake mandatory training in fair and unbiased recruitment and selection
- Consistently apply the College’s pay scales
- Promote the college’s Family Friendly Policies and Procedures.
- Promote flexible working and encourage application of the policies that support this
- Review and update our non-financial benefits and family friendly policies

In addition, we shall consider what further actions can be taken to address gender imbalances in the relevant quartile bands.

We confirm that the data contained in this report is accurate.

Isobel Ellison
Executive Director – Human Resources