

Gender pay reporting 2021 (Reported 2022)

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 2018-2021 shows the following statistics, included are the previous 3 year's data.

| Totals 2021 | | | | Totals 2020 | | | | Totals 2019 | | | | Totals 2018 | | | |
|-------------------|---------|---------|-----------|-------------------|---------|---------|-----------|-------------------|-------|---------|-----------|-------------------|---------|--------|-----------|
| hourly rate | male | female | % pay gap | hourly rate | male | female | % pay gap | hourly rate | male | female | % pay gap | hourly rate | male | female | % pay gap |
| mean | £14.80 | £14.05 | 5.1% | mean | £14.60 | £14.08 | 3.5% | mean | 13.87 | 13.7 | 1.23% | mean | 13.7 | 13.76 | -0.46% |
| median | £14.61 | £11.92 | 18.4% | median | £14.24 | £12.32 | 13.5% | median | 13.42 | 11.92 | 11.18% | median | 13.69 | 12.55 | 8.33% |
| Bonus | | | | Bonus | | | | Bonus | | | | Bonus | | | |
| mean | £709.57 | £829.47 | -16.9% | mean | £512.52 | £723.05 | -41.0% | mean | 625 | 1048.78 | -67.8% | mean | 1230.67 | 2339.6 | -90.1% |
| median | £100 | £250 | -150% | median | £100.00 | £100 | 0% | median | 100 | 100 | 0% | median | 100 | 100 | 0% |
| number of bonuses | 7 | 17 | 3.7% | number of bonuses | 8 | 13 | 4.40% | number of bonuses | 6 | 9 | 3.35% | number of bonuses | 6 | 5 | 3.21% |
| number of staff | 187 | 325 | 512 | 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 5.1%. The median result (the mid-point) shows that men are paid 18.4% higher than women.

According to the Office of National Statistics, among full time employees the gender pay gap in April 2021 was 7.9%, continuing the downward trend; this was 7.0% in April 2020 and 9.0% in April 2019 compared to 5.1% (mean/average) of the College). 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 7 men and 17 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 and the £250 refer a friend recruitment scheme.

The College has a -16.9% score in favour of females getting bonuses rather than males, and a median of -150% as the 'you make a difference' at £100 and the 'refer a friend' recruitment scheme of £250 impacted the results. 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.

| 2021 | | | | 1. Male/total employees per quartile * 100 | 2. Female/total employees per quartile * 100 | 2020 | | | | 1. Male/total employees per quartile * 100 | 2. Female/total employees per quartile * 100 |
|-------------|------|--------|-------------|--|--|-------------|------|--------|-------------|--|--|
| | Male | Female | Grand Total | % | % | | Male | Female | Grand Total | % | % |
| LQ | 32 | 99 | 131 | 24.4% | 75.6% | LQ | 43 | 87 | 130 | 33.1% | 66.9% |
| LMQ | 35 | 74 | 109 | 32.1% | 67.9% | LMQ | 35 | 94 | 129 | 27.1% | 72.9% |
| UMQ | 66 | 69 | 135 | 48.9% | 51.1% | UMQ | 59 | 70 | 129 | 45.7% | 54.3% |
| UQ | 54 | 81 | 135 | 40.0% | 60.0% | UQ | 45 | 82 | 127 | 35.4% | 64.6% |
| Grand Total | 187 | 323 | 510 | 36.7% | 63.3% | Grand Total | 182 | 333 | 515 | 35.3% | 64.7% |

| 2019 | | | | 1. Male/total employees per quartile * 100 | 2. Female/total employees per quartile * 100 | 2018 | | | | 1. Male/total employees per quartile * 100 | 2. female/total employees per quartile * 100 |
|-------------|------|--------|-------------|--|--|-------------|------|--------|-------------|--|--|
| | Male | Female | Grand Total | % | % | | Male | Female | Grand Total | % | % |
| LQ | 30 | 86 | 116 | 25.8% | 74.1% | LQ | 44 | 72 | 116 | 37.9% | 62.0% |
| LMQ | 46 | 72 | 118 | 38.9% | 61% | LMQ | 43 | 72 | 115 | 37.3% | 62.6% |
| UMQ | 55 | 63 | 118 | 46.6% | 53.3% | UMQ | 54 | 61 | 115 | 46.9% | 53.0% |
| UQ | 48 | 70 | 118 | 40.6% | 59.3% | UQ | 46 | 70 | 116 | 39.6% | 60.3% |
| Grand Total | 179 | 291 | 470 | 38.1% | 61.9% | 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 2020, 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.