

Gender Pay Gap Report for Bridgwater & Taunton College April 2019

Overview

Bridgwater & Taunton College is committed to equal opportunities for all employees.

The requirement for organisations with a workforce of 250 or more employees to publish information regarding the pay gap between male and female employees was first introduced in April 2018, this is the third year that the College has reported its Gender Pay Gap.

The gender pay gap report published on the 31 March 2020 is based on the College's pay information as at 31 March 2019.

Equal Pay and Gender Pay

Equal pay is defined as men and women performing equal work for equal pay as set out in the Equality Act 2010. The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation.

Bridgwater & Taunton College is committed to pay employees equally for the same or equivalent work regardless of any characteristic detailed in the Equality Act 2010.

Bridgwater & Taunton College utilises defined pay scales to establish salaries for particular roles and ensures that we recruit into positions based on the objective skills and experience required.

The Gender Pay Gap

- The mean gender pay gap for Bridgwater & Taunton College is 10.9%
- The median gender pay gap for Bridgwater & Taunton College is 6%
- Bridgwater & Taunton College does not operate any bonus schemes and as such there is not a requirement to report on bonus payments.

Pay quartiles by gender

| Quartile | Male | Female | Description |
|----------|------|--------|---|
| 1 | 51 | 49 | Includes all employees whose standard hourly rate places them above the upper quartile |
| 2 | 37 | 63 | Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile |
| 3 | 35 | 65 | Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median |
| 4 | 33 | 67 | Includes all employees whose standard hourly rate places them at or below the lower quartile |

Why does Bridgwater & Taunton College have a gender pay gap?

Bridgwater & Taunton College are confident that the gender pay gap does not indicate that men and women are paid differently for the same or equivalent work. There is a gender pay gap as a result of the roles in which men and women work within the organisation and the salaries for these roles.

Women are more likely to be working in areas such as early years childcare, catering and as learning support assistants, across the sector these roles tend to pay a salary within the lower quartile. Women are also more likely to work in part time and term time only posts and many of these jobs that are available across the UK are relatively low paid. Women are also more likely than men to have had breaks from work that may affect career progression, for example to bring up children.

We are pleased to note that the Mean Gender Pay Gap has fallen from 12.3% in 2019 to 10.9% and the Median Gender Pay Gap has decreased from 27.5% to 6% in this year's report. The representation of females in the upper pay quartiles, (particularly in quartile two) has been the main reason for the reduction in the GPG.

What are Bridgwater & Taunton College doing to address its gender pay gap?

Bridgwater & Taunton College is committed to reducing its gender pay gap.

The College promotes family friendly policies and procedures to encourage male and female staff to discuss flexible working arrangements which will not inhibit career progression.

Opportunities for continued professional development are promoted and available to all staff to support career progression.

Training in Equality and Diversity is mandatory action as part of a new employees induction and regular updates are delivered as part of staff development activities.

Recruitment is overseen by the HR department from the creation of the job description through to shortlisting and interview who ensure that the recruitment process is fair and that there is no gender bias.

The College seeks to ensure where it is practically possible for women returning from maternity leave that if they wish to reduce from full-time to part-time hours that the College does everything possible to maintain them in the same level of role and equivalent pay grade.

Bridgwater & Taunton College recognise that it may be some years before some of these actions have an impact however we are committed to reporting on an annual basis and promoting initiatives of what we are doing to reduce the gender pay gap and the progress we are making.

The College announced a pay increase for all staff with effect from the 1 April 2019. A significantly higher percentage increase has been awarded to employees currently within quartile 1.

I, Rob Parsons Head of Human Resources confirm that the information in this statement is accurate.