

Gender Pay Legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap each year. City of Bristol College’s pay gap report measures the different between the average hourly pay for men and women, expressed relative to men’s.

The figures reported have been calculated using a ‘snapshot’ date of 31st March 2018 and this is the second year we have reported on the Gender Pay Gap in line with the Regulations.

## The Gender Composition of our workforce:

63% of our workforce are female, which is a 2% increase on 2017 figures.

37% of our workforces are male, which is a 2% decrease on 2017 figures.

	2018	2017
Men	37%	39%
Women	63%	61%

## Our Gender Pay Gap:

Analysis of the data shows that there is a median average gender pay gap in hourly pay of 12.95% and a mean average pay gap of 8.9%.

Although our mean and median pay gap has increased from 2017, as shown below, it is still below the national average of 17.8% for all employees and the Education Sector at 25%.

	2018 Hourly Pay		Gender Pay Gap 2018	2017 Hourly Pay		Gender Pay Gap 2017	+/- percentage points
	Male	Female		Male	Female		
Mean	£15.33	£14.09	8.90%	£15.08	£14.02	7.11%	↑ + 1.79%
Median	£16.06	£13.98	12.95%	£15.95	£14.49	9.15%	↑ + 3.80%

## Pay Quartiles – based on hourly rates

The four quartiles show the distribution of men and women using their hourly pay.

	2018		2017	
	Percentage Males	Percentage Female	Percentage Males	Percentage Female
Lower Quartile	29.2%	70.8%	38%	62%
Lower Middle Quartile	29.2%	70.8%	28%	72%
Upper Middle Quartile	40.7%	59.3%	41%	59%
Upper Quartile	48.5%	51.5%	48%	52%

## Pay Quartiles – based on hourly rates contined

Although we have a higher proportion of females to males in every quartile, our workforce is predominantly female (63%), and the highest concentration of females is in the lower and middle quartiles which affects our pay gap.

All our staff and the majority of our managers are paid within structured pay bandings, based on a mix of incremental scales and cost of living increases. Some of the job roles and disciplines we offer consistent with employment trends in wider society have tended to attract more women than men, such as our Learning Assistant role which is placed within the lowest quartile and 10% of the total workforce in this role are female.

In our highest quartile we have a higher percentage of females (51%) to males (48.5%) and a significant number of part-time females in these lower quartiles to full time males which all affect the pay gap.

## Our Approach to the Gender Pay Gap

As a Further Education College we are committed to ensuring fair treatment of all our staff irrespective of gender. We continue to undertake the following activities and undertake new ways to bridge the gender pay gap through the following:

- We continue to ensure diversity on our recruitment panels.
- We continue to roll out unconscious bias training as well as undertake a regular review of our equality and inclusion approach across the College.
- We continue to engage with and promote the Women's Leadership Network for female managers.
- We are looking at opportunities to support coaching and mentoring/ buddying for our female managers.
- We undertake an ongoing review of our approach to pay.
- We are looking at ways to get graduates to undertake placements at the College to encourage both males and females into the further education sector.
- We continue our positive work around family friendly options for staff.
- We will look to engage with our trade unions to look at other ways to support bridging the gender pay gap.
- We are also working towards creating and implementing a People Strategy across the College that will support our approach to bridging the gender pay gap.

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