

# Varndean College Gender Pay Gap Report March 2018

## Summary

Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations each year showing the pay gap between male and female employees. The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures are based on data as at 31 March 2018.

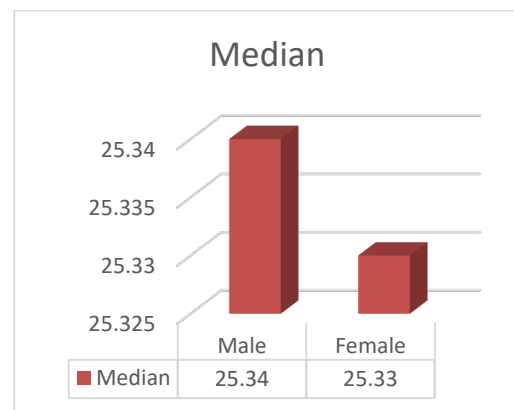
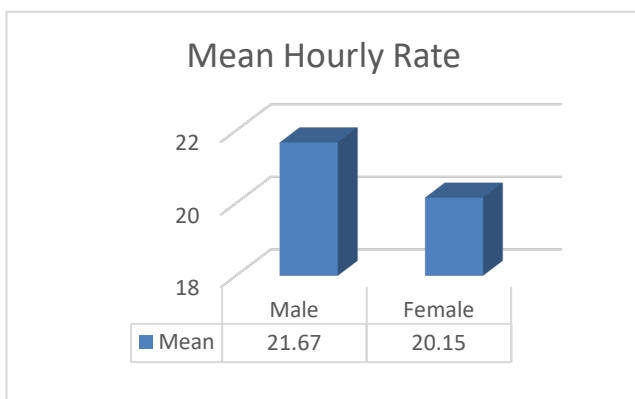
Each employer is required to report the mean and median gender pay gap and the distribution of males and females across pay quartiles for all staff.

It is important to note that gender pay gap is not the same as equal pay. The College pays equal pay to employees for equal work across the whole workforce. The gender pay gap results show that the College does not have a gender pay gap issue. However, the College continues to actively support flexible working equality of opportunity in employment and to encourage women to apply for senior positions at Varndean College.

## Results

### Hourly Rate Gaps

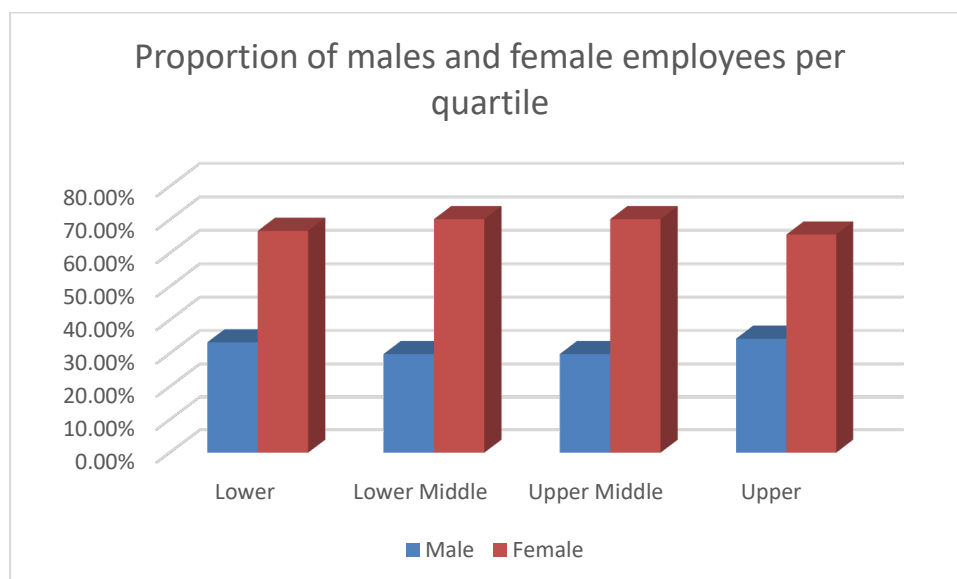
	Male	Female	Percentage Difference
<b>Mean</b>	21.67	20.15	7.50%
<b>Median</b>	25.34	25.33	0.05%



## Results-continued

### Proportion of Males and Female Employees per Quartile

Gender	Lower EE nos	Lower	Lower Middle EE nos	Lower Middle	Upper Middle EE nos	Upper Middle	Upper EE nos	Upper
Male	20	33.33%	17	29.82%	17	29.82%	21	34.42%
Female	40	66.67%	40	70.18%	40	70.18%	40	65.58%



## Understanding the Gender Pay Gap Figures for Varndean College

We have used HMRC recommended calculations of hourly rates for all staff. However, this calculation does not account for our support staff who work term time only but are paid in 12 equal payments through the year thus the future produced is not representative of their actual pay. We therefore adjusted the calculation for these employees, as recommended by ACAS, to factor in the number of weeks per year they work.

All our employees are paid on nationally negotiated pay scales for staff in Sixth Form Colleges with annual increments up the pay spine and an annual percentage cost of living pay rise. No bonuses were paid to our staff during the reporting period. All support staff roles have had their remuneration determined by the application of nationally agreed job evaluation scheme.

We are required to report the average hourly rate for males and female staff at the mean and the median value and the % difference (male-female). The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary. We believe this is more representative measure of the pay gap at Varndean College because it is not affected by outliers i.e. a few individuals (including the Principal) at the top or bottom of the range. **The median pay gap at Varndean College is 0.05%**

The mean gender pay gap is the difference between the average hourly earnings of men and women.  
The mean gender pay gap at Varndean College is 7.5%

The main reason for both the mean gap is that although we have equal numbers of women working across all quartiles; there is significant numbers of women who work part-time and term time only in the lower, lower middle and upper middle quartiles.

- Varndean College's median hourly rate for total pay: £25.33 ph for women; £25.34 ph for men
- Varndean College's median gender pay gap: 0.05%
- The national median gender pay gap: 18.4%
- The gender profile shows that the percent of female staff is 66.9 % overall. This is similar to the gender profile in the FE sector, which shows that women represent nearly 64% of the workforce.
- Mean hourly rate of total pay £ 21.15 for women; £21.67 for men
- Varndean College's mean gender pay gap: 7.5 %



**Dr. Phil Harland**

**5.3.2019**