



Gender Pay Gap Reporting March 2019

From 6 April 2017, any employer in the UK with more than 250 employees is required by law to publish their gender pay gap annually, covering both pay and bonuses. Varndean College is committed to equality and inclusion, and we welcome the Government's requirements.

The figures are based on data as at 31 March 2019. 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. Our gender pay gap results show that the College does not have a gender pay gap issue.

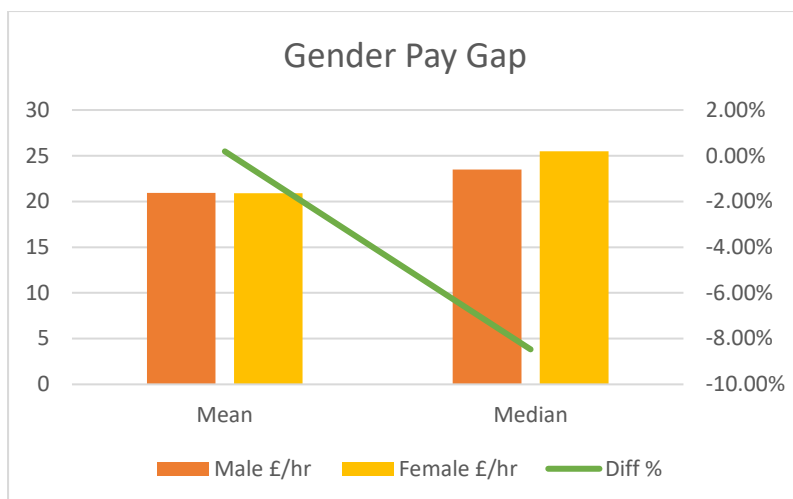
We have used HMRC recommended calculations of hourly rates for all staff. However, this calculation does not satisfactorily account for support staff who work term time only but are paid in 12 equal payments throughout the year. We have adjusted the calculation for these employees, as recommended by ACAS, to factor in the number of weeks per year they work thus providing a more realistic representation of their actual pay.

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.

Our Results

Hourly Rate Gaps

	Male (£)	Female (\$)	Percentage Difference (%)
Mean	20.94	20.90	0.19
Median	23.50	25.49	-8.47



The mean hourly rate is the average hourly wage across the entire College, so the mean gender pay gap is a measure of the difference between women’s mean hourly wage and men’s mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women’s median hourly wage (the middle paid woman) and men’s median hourly wage (the middle paid man).

Key Findings

Women’s mean hourly rate is **0.19% lower** than men’s
 Women’s median hourly rate is **8.47% higher** than men’s

Discussion

In our third year of reporting, our mean gender pay gap is 0.19%. This means men working at the College are paid slightly more than women on average. The difference in their average hourly rate of pay is 4p or men earn £1.002 pounds for every pound a women earns at the mean.

We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, our slight gender pay gap is the result of the roles in which men and women work within the College and the salaries that these roles merit.

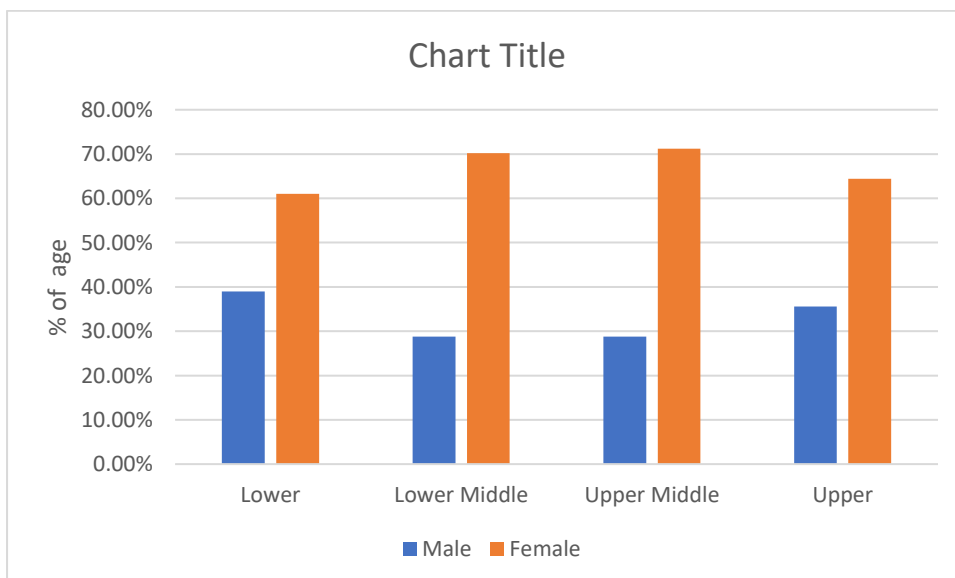
Our median gender pay gap is -8.47%. The difference in the median average hourly rate of pay is £1.99 and because it is women commanding a higher hourly rate it is shown as a negative figure. At the median value women earn £1.085 for every pound earned by a man. The negative median pay gap can be attributed to the fact that the proportion (53.2%) of female employees working at the college paid in the mid-range pay bands is greater than the proportion of males (43.6%). This impacts on the median pay rate.

When identifying a gender pay gap it is normal practice to refer to the median figure rather than the mean. The mean final figure can be skewed by a small number of highly paid individuals i.e. for example the current Principal is male. This has skewed the data set marginally to give a mean hourly rate that is slightly higher for men. (From September the Principal will be female and this we raise the hourly rate of pay for women). Because there are generally fewer women in higher-paid roles than men, the gender pay gap as measured by mean earnings is often higher than for median earnings.

What are quartile pay bands?

Under the government’s rules, employers are also required to report what proportion of employees within each pay quartile are men and women. Pay quartiles are equally sized pay bands, ranging from the lowest-paid 25 per cent of workers to the highest-paid 25 per cent. The gendered composition of each of the four quartiles is shown below. This the lower quartile is formed of 61% female and 39% male.

Gender	Lower EE nos	Lower	Lower Middle EE nos	Lower Middle	Upper Middle EE nos	Upper Middle	Upper EE nos	Upper
Male	23	38.98%	17	28.81%	17	28.81%	21	35.59%
Female	36	61.02%	42	71.19%	42	71.19%	38	64.41%



The higher number of women across all quartiles reflects the higher number of women working within the College. This is not unusual within the education/teaching sector which tends to be female dominated. There is a larger proportion of the female cohort paid in the mid-range quartiles and a higher proportion of the male

cohort paid in the lower and upper quartile. The proportion of the male and female cohort in each quartile is shown below. Thus 22.8% of female staff are paid in the lower quartile compared to 29.5% of male staff.

We will continue to support employees through the College's policies on flexible working (currently 80.93% of our employees work on part-time basis). I can confirm that at the date submitted, the data contained in this report is accurate to the best of my knowledge.



Dr Phil Harland
24.02.2020

	Lower EE %	Lower Mid %	Upper Mid %	Upper EE %
Female	22.8	26.6	26.6	24.1
Male	29.5	21.8	21.8	26.9