

## Gender Pay Gap Report March 2022

Since 2017, it has been a statutory requirement for companies in Great Britain with over 250 employees to report gender pay gaps each financial year. Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Varndean College has a legal duty to report on gender pay. Each employer is required to analyse salary data based on the mean, median and quartiles for all staff.

The Gender Pay Gap Report has been compiled using software from CINTRA, the college's payroll provider, and is a snapshot of staff salaries. The snapshot date for the public sector is 31 March each year. The following calculations are based on the hourly rate of pay established at the snapshot date.

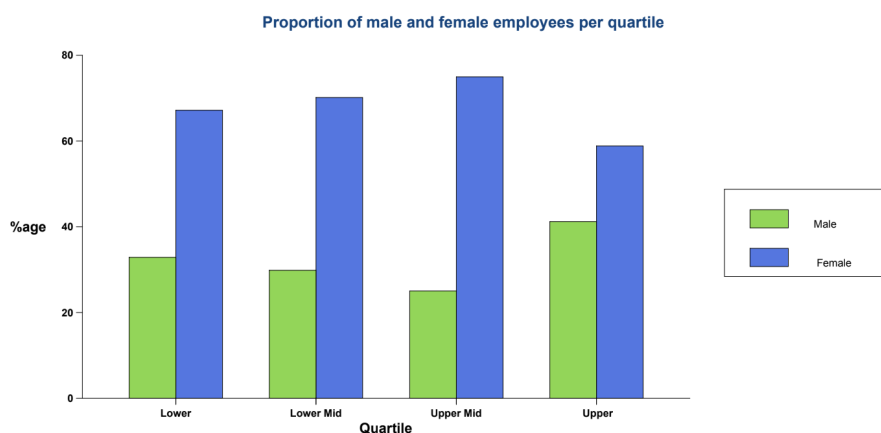
### Summary of Results for Varndean College

Mean	Median	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
5.68%	7.61%	F 67 % M 32%	F 70% M 30%	F 75% M 25%	F 59% M 41%

For the snapshot date there were 314 individuals on our payroll. The percentage of female staff in the college is 68.5%. The full-pay relevant employees definition excludes any employees who, during the relevant pay period running up to the snapshot date (typically the previous month or week), are being paid at a reduced rate or not being paid at all.

We removed 41 people who were either on maternity, paternity, adoption, parental, shared parental or special leave (sabbatical, secondment outside the college), on reduced sick pay, or temporary seasonal staff not currently working such as Invigilators.

Temporary staff were included if they are working on an assignment and employed on the snapshot date of 31 March.



### Teaching Staff Pay

Teaching staff are appointed to a salary range (NSP) recommended by the Sixth Form Colleges Association (SFCA) and the National Joint Council (NJC) according to their teaching experience and qualifications at the time of their appointment. Following a successful appraisal, teaching staff can expect to move up a salary point on an annual basis until they reach Programme Leader NSP9. Responsibility Allowances are allocated to teaching staff taking on additional management roles such as Head of School. The Responsibility Allowances are determined by the scope of responsibility.

The College is satisfied that male and female teachers of the same experience, qualifications and length of service will receive the same hourly rate and the College delivers equal pay arrangements for this group of staff.

### Support Staff Pay

Salary ranges for Support Staff recommended by the Sixth Form Colleges Association (SFCA) and the National Joint Council (NJC) are determined by the level of responsibility in a role. The College establishes appropriate ranges for roles of broad equivalence at the point a role is first created. Support Staff Managers can request a review of roles within their teams on an annual basis through the Job Evaluation process. Applications are considered first by the HR Director and formally reviewed by the Senior Leadership Team.

The College is satisfied that male and female support staff on the same grade and with the same length of service will receive the same hourly rate for equivalent work. Through this arrangement the College delivers equal pay arrangements for this group of staff.

### Bonus Gap

Mean	Median	Bonus pay by gender
7.30%	25.17%	F 32.95% M 28.65%

Some of our support staff are eligible to receive a 'performance related' bonus payment called Support Staff Standards Payment (SSSP) under the SFCA terms and conditions of employment. The eligible group are Support Staff who were employed on a permanent or fixed term contract within one week of the start of the Spring Term will be eligible to apply for this bonus which is paid on satisfactory performance and attendance over the previous year. SSSP is a pro-rated payment based on FTE.

### Commentary

All our employees are paid on nationally negotiated pay scales for staff in Sixth Form Colleges with annual increments and an annual percentage cost of living pay rise.

Many of our support staff work term time only but are paid over the full year. Any adjustments to their pay is in line with NJC and SFCA guidance and reflected in their contractual terms.

The bonus payment data shows a higher percentage of females receiving a bonus relative to males, reflecting that there are more female support staff. Of those staff eligible for a bonus male staff receive a higher bonus, more female staff work part time and part time workers receive a prorated bonus.