

## **Varndean College Gender Pay Gap Report March 2018**

This is a statutory requirement for any employer who employs more than 250 staff and whilst the College has just 253 entries on the payroll that are eligible to be counted, although some of these are multiple entries for the same person employed in different roles. The snapshot date for the public sector is **31 March**. 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. The composition of staff by gender is provided in the table below.

	Support		Teaching	
	Part Time	Full Time	Part Time	Full Time
Female	59	8	87	15
Male	26	11	31	16
Total	85	19	118	31

The gender profile shows that the percent of female staff is 67% overall (68% of teachers and 64% of support staff are female). This is similar to the gender profile in the FE sector which shows that women represent nearly 64% of the workforce. 14% of female and 32% of male staff are engaged on full time contracts.

### **Summary of Results 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 throughout the year thus the figure produced is not representative of their actual pay. We therefore made an adjustment to the calculation for these people, 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 male and female staff at the mean and the median value and the % difference (male – female). A positive percentage difference in the mean and/or the median indicates that the average hourly rate men are paid is more than women. If there is a serious gender anomaly the mean gives a clearer picture of these disparities. The median gives a picture that is less affected by the extremes.

## **All Staff – Hourly Rates**

	All Staff		Teaching Staff		Support Staff	
	Mean	Median	Mean	Median	Mean	Median
Overall	21.47	25.34	29.08	28.45	10.54	10.5
Female	24.84	27.95	28.71	28.45	10.15	9.49
Male	24.60	24.54	29.91	28.45	11.31	10.5
% Diff	-1.17	0.00	4.01	0.00	10.27	9.62

The mean hourly rate, the recommended measure to capture the difference across the distribution, for female staff is 1.17% greater than that of their male colleagues whilst the median value, providing a picture that is less affected by the extremes, shows no statistical difference. Further analysis does seem to indicate that there is a gender pay gap for support staff (10.5% at the mean and 9.6% at the median) and teachers at the mean value (4.01%), however this analysis ignores the impact of one significant outlier, i.e. the hourly rate of the Principal and it also the nature of the contract held by the employee.

## **Breakdown of job groups**

	Full Time		% Diff		Part Time		% Diff
<b>Teachers</b>	Female	Male			Female	Male	
Mean	35.08	36.17	3.01		27.61	26.68	-3.4
Median	34.40	32.22	-6.8		27.95	25.34	-10.30
<b>Support</b>							
Mean	12.90	12.63	-2.14		10.36	9.43	-9.86
Median	10.50	11.89	11.7		10.50	9.49	-10.64

An analysis by gender and part/full time contracts indicate that the mean hourly rate paid to female staff is greater than that paid to male staff in all categories but one. The median hourly rate paid to female staff is also higher in all categories but one. In both cases the anomaly can be explained by the presence of a significant outlier in the data set. In the category of full time teachers the highest paid member of staff is the Principal. Removal of that point from the dataset adjust the mean to 32.22 and the median to 31.92 and the percentage differences become -8.88 and -7.77 to the mean and median respectively.

## **Distribution of Hourly Rates of Pay by Gender and Role Type**

The distribution of hourly rates by gender is summarised in the table below. With the focus on all staff the lower quartile (25% of staff receiving the lowest hourly rates) is composed of 69.8% female and 30.2% male. This quartile and other quartiles are roughly representative of the gender profile of the College. However, a less generalised analysis does indicate some variability. Thus the upper middle quartile, composed of more female staff, and the upper quartile, a greater proportion of male staff, are not representative of the overall College profile. In order for this highest earning group to be truly representative there would need to be 3 fewer male staff and 3 more female staff contained within it. We monitor our recruitment process each year to ensure there is not a gender bias in applications or shortlisted applicants for all vacancies.

	Lower quartile No. (%)	Lower middle quartile	Upper middle quartile	Upper quartile
All Staff	<b>F</b> 44 (69.8) <b>M</b> 19 (30.2)	<b>F</b> 41 (65.1) <b>M</b> 22 (34.9)	<b>F</b> 46 (73.0) <b>M</b> 17 (27.0)	<b>F</b> 38 (59.4) <b>M</b> 26 (40.6)
Teaching Staff	<b>F</b> 33 (89.2) <b>M</b> 4 (10.8)	<b>F</b> 20 (54.1) <b>M</b> 17 (45.9)	<b>F</b> 28 (75.7) <b>M</b> 9 (24.3)	<b>F</b> 21 (55.3) <b>M</b> 17 (44.7)
Support Staff	<b>F</b> 26 (100) <b>M</b> 0 (0.00)	<b>F</b> 19 (73.1) <b>M</b> 7 (26.9)	<b>F</b> 5 (19.2) <b>M</b> 21 (80.8)	<b>F</b> 17 (65.4) <b>M</b> 9 (34.6)

Sub dividing employees into teaching and support staff cohorts a different pattern emerges. For teaching staff; female staff are underrepresented in the lower middle and upper quartile and are over represented in the lower and upper middle quartile. With support staff the lower quartile contains female staff exclusively and they are underrepresented in the upper middle quartile.

In summary whilst the key indicator in gender pay gap analysis i.e. the median value for staff overall is showing a value of 0.00 there are some differences in the hourly rates of staff attributable to role type and the type of contract held.

#### Supporting Statement

I can confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents Gender Pay Gap data for Varndean College.

Signed: \_\_\_\_\_

Dr. Philip Harland, Principal

Date: 26/3/18 \_\_\_\_\_