

## Gender Pay Reporting for Bournemouth & Poole College

Figures as at 31 March 2019

### Findings

Bournemouth & Poole College Gender Pay Gap for 2019					
Mean for Male	15.39	Mean for Female	13.76	Mean Gender Pay Gap	10.57%
Median for Male	15.92	Median for Female	12.77	Median Gender Pay Gap	19.77%

Quartile	Total Staff	Male	Female	Male	Female
Lower	166	31	135	18.70%	81.30%
Lower Middle	166	65	101	39.10%	60.90%
Upper Middle	166	88	78	53.00%	47.00%
Upper	166	72	94	43.40%	56.60%

The figures in the tables above show the difference between the average (mean or median) earnings of men and women at Bournemouth & Poole College. This is not the same as Equal Pay which relates to women and men receiving equal reward for doing the same or similar work.

Gender Pay Gap reporting is a mandatory and will be reported annually. The snapshot date for the third report is the 31.3.19 with the data being published by the 31.3.20. Reports will remain on our website for 3 years.

### Analysis

In comparing the 2018 and 2019 mean gender pay gap figure for the College this shows a decline to 10.57% from a mean of 8.19% (2%). However, the mean for 2017 was 11.8% suggesting that this is likely to reflect normal staff fluctuations.

Therefore, it would suggest the College does not have a significant gender pay gap when comparing to the national overall mean benchmark of 17.3%. We conclude that the College's employee recruitment, retention and progression policies and practices continue to be operating largely effectively.

It is recognised that the support staff areas of the college have a higher proportion of female employees, similarly this area has a higher proportion of part-time employees, (which arguably supports flexibility in the workplace), whereas engineering areas have a higher proportion of male employees.