

## Gender Pay Reporting for Bournemouth & Poole College

Bournemouth & Poole College is required by legislation to report on the gender pay gap on an annual basis. The data for the report is taken on the 31<sup>st</sup> March each year and is a snapshot of payment rates for the previous 12 months from the data from which the figures are calculated. The data used includes not only full-time workers, but apprentices, part-time and casual workers. Reports will remain on the College website for 3 years.

The figures are calculated in accordance with the legislative requirements and are reported in the same way.

### Findings 2022

Bournemouth & Poole College Gender Pay Gap for 2022					
Mean for Male	16.45	Mean for Female	13.95	Mean Gender Pay Gap	15.16%
Median for Male	17.11	Median for Female	12.95	Median Gender Pay Gap	23.98%

Quartile	Total Staff	Male	Female	Male	Female
Lower	142	54	88	38.03%	61.97%
Lower Middle	141	51	90	36.17%	63.83%
Upper Middle	141	64	77	45.39%	54.61%
Upper	141	58	83	41.13%	58.87%

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.

### Analysis

In comparing the 2021 and 2022 mean gender pay gap figure for the College this shows a decline to 15.16% suggesting that this is likely to reflect normal staff fluctuations and changes to Senior post Holders. Variances in fluctuations in the profile of the four quartiles reflect staffing movement which would impact on the mean gender pay gap figure.

There has been a significant decrease in the number of women in the lower quartile and a similar increase in the upper quartile.

Whilst this does show a move, when comparing to the national overall mean benchmark of 14.9% 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 Professional Services 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 academic areas of engineering and construction have a higher proportion of male employees.

**Philip Sayles**  
Principal & CEO