

## Gender Pay Reporting for the College

### Figures as at 31.3.17

Bournemouth & Poole College Gender Pay Gap					
Mean for Male	15.3	Mean for Female	13.5	Mean Gender Pay Gap	11.8%
Median for Male	15.5	Median for Female	13.1	Median Gender Pay Gap	15.5%

Quartile	Total Staff	Male	Female	Male	Female
Lower	176	42	134	23.9%	76.1%
Lower Middle	175	59	116	33.7%	66.3%
Upper Middle	175	87	88	49.7%	50.3%
Upper	175	75	100	42.9%	57.1%

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 now mandatory and will be reported annually. The snapshot date for the first report is the 31.3.17 with the data being published by the 31.3.18 and will remain on our website for 3 years.

### Analysis

The College (it would suggest) does not have a significant gender pay gap when comparing to the national overall mean benchmark of 18.1%. We conclude that the College's employee recruitment, retention and progression policies and practices are 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.

The College is committed to being a fair and inclusive organisation and to reducing its gender pay gap. We will review and seek to improve awareness of this by reflecting our commitment in our careers website, in our recruitment practices and through employee engagement policies and frameworks as these are updated. Updating of managers recruitment guidance has already commenced.