



The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require employers with 250 or more employees to publish the following information annually to show any pay gap between their male and female employees. This report is based on a reference date of 31 March 2023 and only includes employees in receipt of pay during the month of March. Figures for March 2022 are in brackets for comparison.

Measure	Brockenhurst College
The difference between the mean hourly rate of pay of male and female employees	11.14% (14.00%)
The difference between the median hourly rate of pay of male and female employees	16.97% (22.80%)
The difference between the mean bonus pay paid to male and female employees	0% (0%)
The difference between the median bonus pay paid to male and female employees	0% (0%)
The proportion of male employees who were paid bonus pay	0% (0%)
The proportion of female employees who were paid bonus pay	0% (0%)

The proportions of male and female employees in quartile pay bands:

Band	Males	Females	Description
Upper	37.61% (44.83%)	62.39% (55.17%)	Includes all employees whose standard hourly rate places them above the upper quartile
Upper Middle	37.61% (26.09%)	62.39% (73.91%)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Lower Middle	24.77% (31.03%)	75.23% (68.97%)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Lower	26.36% (16.38%)	73.64% (83.62%)	Includes all employees whose standard hourly rate places them at or below the lower quartile

Commentary

In comparing both the 2023 and 2022 mean and median gender pay gap figures for the College this shows an improving position in which the gap is closing.

Variances in the profile of the Upper and Lower Middle quartiles reflect an improved position where the percentage of females holding posts within these pay bands has increased. An increase in the percentage number of males in the Lower pay band can also be seen alongside a corresponding reduction in the percentage of females within this band. Whilst this will in part be related to normal staff fluctuations trends are generally improving year on year.

The College's mean gender pay gap is below the national (provisional) overall benchmark of 14.3%. We conclude that the College's employee recruitment, retention and progression policies and practices are operating largely effectively.

The College has a predominantly female workforce who mainly hold roles within the lower pay quartiles, although we are seeing increases in the number of females holding roles in the upper quartiles. It is also recognised that a higher proportion of our part-time positions are held by female employees. Females are also comparatively under-represented in technical roles such as IT Support services.



The College is committed to being a fair and inclusive organisation and to reducing its gender pay gap. We will continue to review and seek to improve further by reflecting our positive commitment on our careers website, in our recruitment practices and through employee engagement policies and frameworks as these are updated.