Brockenhurst College

GENDER PAY GAP REPORT 2023-24

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require employers with 250 or more employees to publish a Gender Pay Report annually to show any pay gap between their male and female employees. This report is based on a reference date of 31 March 2024 and only includes employees in receipt of pay during the month of March. Figures for March 2023 are in brackets for comparison.

Mean Pay

The comparison of mean pay at the College shows that women's hourly pay is 10.87% less.

Median Pay:

Comparison of median pay at the College shows that women's hourly pay is 16.11% less.

Bonus Pay

Brockenhurst College did not make any bonus payments to any staff employed on the 31st March 2024 or in the preceding 12 months.

Pay Quartiles

Since the last report the ratio of males and females in each quartile has changed.

The quartiles are split as follows:

- 67% of employees in the upper quartile are women (5% increase)
- 64% of employees in the upper middle quartile are women (2% increase)
- 78% of employees in the lower middle quartile are women (3% increase)
- 76% of employees in the lower quartile are women (2% increase)

Commentary

The College's mean gender pay gap remains below the national (provisional) overall benchmark of 13.1%. We conclude that the College's employee recruitment, retention and progression policies and practices are operating largely effectively. In comparing both the 2024 and 2023 mean and median gender pay gap figures for the College this shows a small reduction in the pay gap of 0.27% in the mean hourly rate of pay and 0.86% in the median hourly rate.

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.

In 2017 – 2018 when the first report was published women's median hourly pay was 8% lower than men's. The largest gap was in 2022-2023 when women's median hourly pay was 22% lower than men's.

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Further Steps:

- Review of pay scales is being undertaken with the view to shortening the current pay scales.
- Further reviewing recruitment including how we promote inclusivity and benefits to potential applicants to become the employer of choice.
- Reviewing and addressing the progression of staff to enable parity of pay and benefits, whilst attracting the right applicants to enable students to have an exceptional experience.
- Ensuring transparent and consistent recruitment and pay practices and policies which will benefit all staff irrespective of gender, ethnicity, disabilities and other protected characteristics.
- To view Government Gender Pay Gap Reports for all organisations: Search for an employer's gender pay gap report

Appendix:

Data Tables:

Measure	Brockenhurst College
The difference between the mean hourly rate of pay of male and female employees	**10.87%** (11.14%)
The difference between the median hourly rate of pay of male and female employees	**16.11%** (16.97%)
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	33.04% (37.61%)	66.96% (62.39%)	Includes all employees whose standard hourly rate places them above the upper quartile
Upper Middle	36.04% (37.61%)	63.96% (62.39%)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Lower Middle	21.43% (24.77%)	78.57% (75.23%)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Lower	24.11% (26.36%)	75.89% (73.64%)	Includes all employees whose standard hourly rate places them at or below the lower quartile