

Bridgend College Pay Gap 2021



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Bridgend College

Gender Pay Gap Report 2021

Since April 2018 the Government has required employers with more than 250 employees to publish their Gender Pay Gap information, with the potential of this reporting being extended to other protected characteristics in the future.

At Bridgend College we aim to be a real people-centred organisation; to create an environment where everyone feels supported, valued and respected. We are committed to ensuring all our staff have the opportunity to advance their career with us and will seek to remove any barriers which prevent people engaging with such opportunities.

Who are we?

Bridgend College is located in the heart of the community in the County Borough of Bridgend, situated between Cardiff and Swansea. We are an award-winning Further Education College supporting over 6,000 learners and employing over 700 members of staff across our four campuses. Our mission is to support our learners and staff to be all they can be. Something that all of our staff are passionate about.

What is the Gender Pay Gap?

The gender pay gap shows the difference in the average pay between men and women in the organisation. A gender pay gap above zero will show that on average, men earn more, whilst a pay gap below zero shows that women, on average, earn more. Any gap is expressed as a percentage of men's earnings.

Equal pay is different to the gender pay gap. Equal pay deals with pay differences between men and women who are doing the same jobs, similar jobs or work of equal value.

What is Our Gender Pay Gap?

The gender pay gap is calculated in two ways and under the regulations, we are required to report annually on the following;

- The difference in mean pay between genders - we calculate this by adding up all of the hourly rates and dividing the result by how many numbers were in the list. We can then compare the mean pay for men with the mean pay for women. The difference between the two figures is the mean gender pay gap.

Analysis has revealed that the mean gender pay gap across Bridgend College is 17.64%, a decrease of 1.13% from last year.

- The difference in median pay between genders - this is calculated by listing all the hourly rates in numerical order. The median is the middle number. We can then compare the median pay for men with the median pay for women. The difference between the two figures is the median gender pay gap.

At Bridgend College this is 38.34%, a decrease on last year's figure of 38.62%

<p>This data illustrates that the pay disparity between men and women is due to the fact that more women than men work in lower-paying jobs.</p> <p>Our staff in the Day Nursery, Refectory, Cleaning, and Learning Support teams are some of the roles available in the 1st quartile.</p> <p>These roles are typically more attractive to working parents due to the term time and part time options available within these areas.</p>	<p>Societally, women are still predominantly primary caregivers, this resulting in more women than men working part-time.</p> <p>Where both men and women appear in the same pay grade we know they are being paid equally.</p> <p>Therefore we are aware we need to attract more males into the roles in the 1st and 2nd quartile and support progression. Further analysis is provided at Appendix 1.</p>
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What are we doing to close the Gender Pay Gap?

We are actively recruiting under-represented groups into priority areas such as STEM and using specialist websites to increase coverage. We now have 14 females working within the area of STEM (1 in Construction, 8 in Science and Engineering, 6 in Information Technology and 1 technician), out of a workforce of 105 in this area, which equates to 13.3% female.

We regularly use a mix of social media platforms to advertise our roles, such as Facebook, LinkedIn, and Twitter, ensuring at all times that our images are not gender-biased. We continue to train all staff involved in the recruitment process to recognise and challenge bias, ensuring wherever possible gender-balanced panels are in place.

Between 1st April 2020 and 31st March 2021, 11 female members of staff progressed to a new role, 9 of which were at a higher salary, and 2 a sideways progression move. In comparison, 7 male members of staff progressed to a new role, all of which were at a higher salary.

We are working with managers across the organisation to develop an inclusive approach to succession planning/ career development, including a Person Centred Leadership Programme. An additional 10 females and 6 males have either attended or are due to attend this year's Person-Centred Leadership training, with 8 males and 27 females at the time of the last report, totalling 37 females and 14 males over the 3 year period; a 73:27 female / male split.

In order to determine incremental progression above UP1 for lecturers, those eligible need to apply for threshold progression and demonstrate Teaching Excellence. To be eligible the member of staff must have been on UP1 for a minimum period of two years. During 2021, 27 staff were eligible to apply, this can be broken down into 18 females and 9 males. 17 teaching staff applied and achieved threshold progression, allowing them to progress up the upper pay scale. There were 88% female employees and 12 percent male employees among the 17 who were successful.

We have recently recruited an Equality, Diversity, and Inclusion Advisor who is working with employees to better understand what barriers they see to advancing into higher-paying positions (if any) and ensuring they have access to CPD to help them advance.

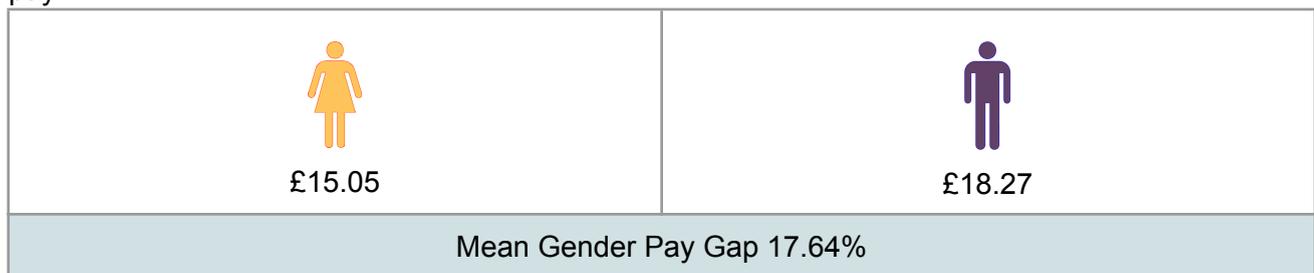
We have developed a comprehensive system to track internal progressions across each protected characteristic. In this way, we aim to proactively identify any gaps or trends, and identify ways of removing any barriers to put measures in place to encourage and support progression.

Appendix 1 - Data

As of 30th March 2021, Bridgend College had 681 relevant employees, which does not include those staff on maternity leave, paternity leave, who had a reduction in pay due to sickness or an unpaid leave of absence, as per the Gender Pay Gap guidelines. This equates to 221 male employees and 460 female employees.



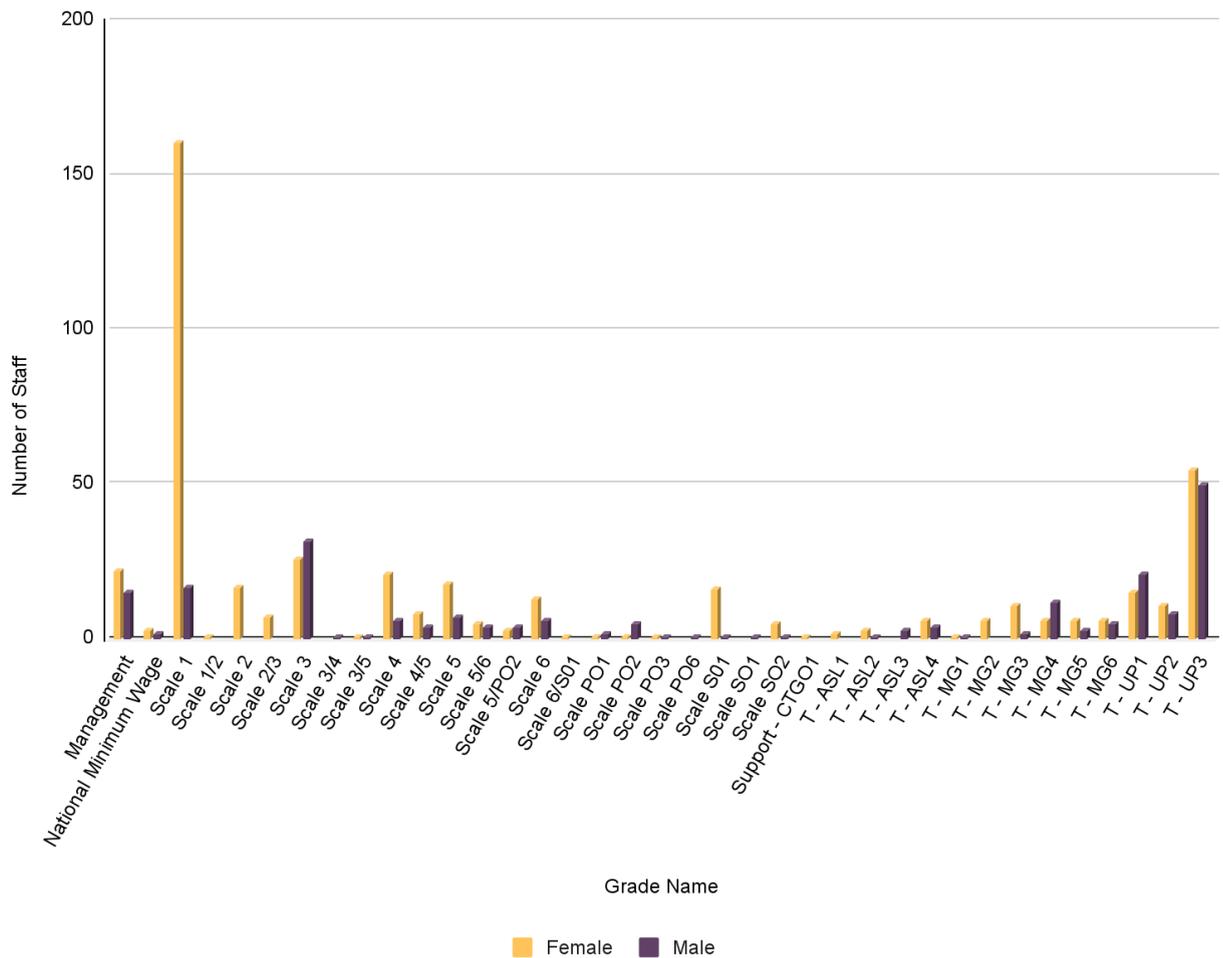
The below tables illustrates the mean and median gender pay gap - based on hourly rate of ordinary pay



The following illustrates the proportions of male and female full-pay relevant employees in the lower, lower middle, upper-middle and upper quartile pay bands, followed by the gender distribution by salary grade.

Q1 Lower Quartile		Q2 Lower Middle Quartile		Q3 Upper Middle Quartile		Q4 Upper Quartile	
							
153 90%	17 10%	116 68%	55 32%	105 62%	65 38%	86 51%	84 49%

Gender Distribution Across Salary Grades 2021



What is the Ethnicity Pay Gap?

The ethnicity pay gap at Bridgend College depicts the difference in average pay between Black, Asian and Minority Ethnic, and White employees. A pay difference above zero indicates that white employees earn more on average, whereas a pay gap below zero indicates that ethnic minority employees earn more on average.

What is Our Ethnicity Pay Gap?

To calculate the ethnicity pay gap we need to first work out the mean ethnicity pay gap followed by the median ethnicity pay gap. This is calculated in the same way as the Gender Pay Gap.

The mean pay gap for Bridgend College is **15.6%**

The median pay gap is **35.91%**

What Has Caused Our Ethnicity Pay Gap?

The number of staff falling within Black, Asian, mixed and other ethnic groups in 2020/21 is 1.98% of the workforce, therefore, the data shows a reflection of the low overall number of staff from a Black, Asian and Minority Ethnic background.

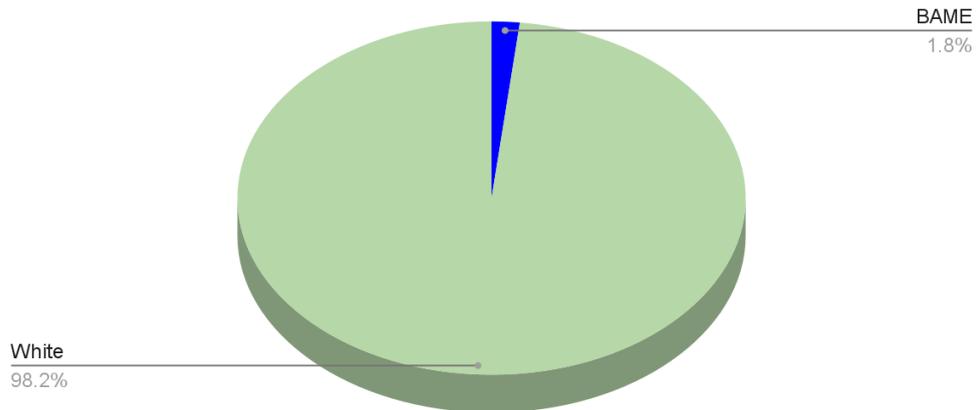
During this period, 6.86% of the workforce had chosen to either record their ethnicity as not stated, or not respond.

The College strives to be more representative of the community which it serves, and to attract, retain, develop and engage a diverse population of staff.

As part of our focus on being people centred and inclusive, Bridgend College has created an EDI Steering committee, with a sub working group with a cross section of key contributors across the college. Some exciting work is taking place, such as the appointment of a full time EDI Advisor role, to lead on the delivery of a forward-thinking approach to increasing diversity, and creating conscious inclusion across the College. More information can be found in our [Equality Report](#).

Appendix 2 - Data Analysis

Ethnicity of Staff At Bridgend College



The below tables illustrates the mean and median ethnicity pay gap - based on hourly rate of ordinary pay

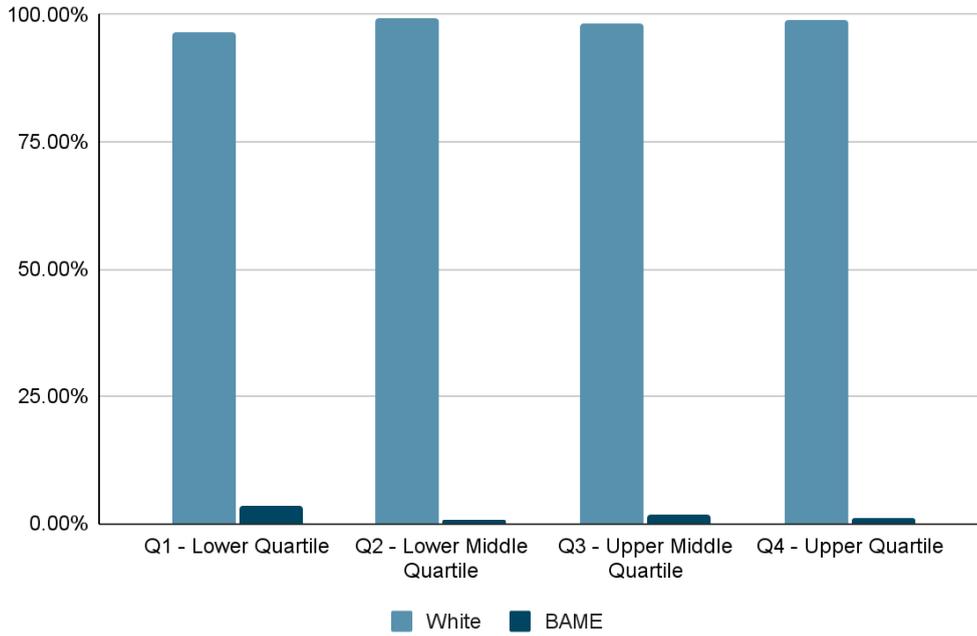
Black and Minority Ethnic groups £13.88	White £16.36
Mean Ethnicity Pay Gap 15.16%	

Black and Minority Ethnic groups £9.69	White £15.12
Median Ethnicity Pay Gap 35.91%	

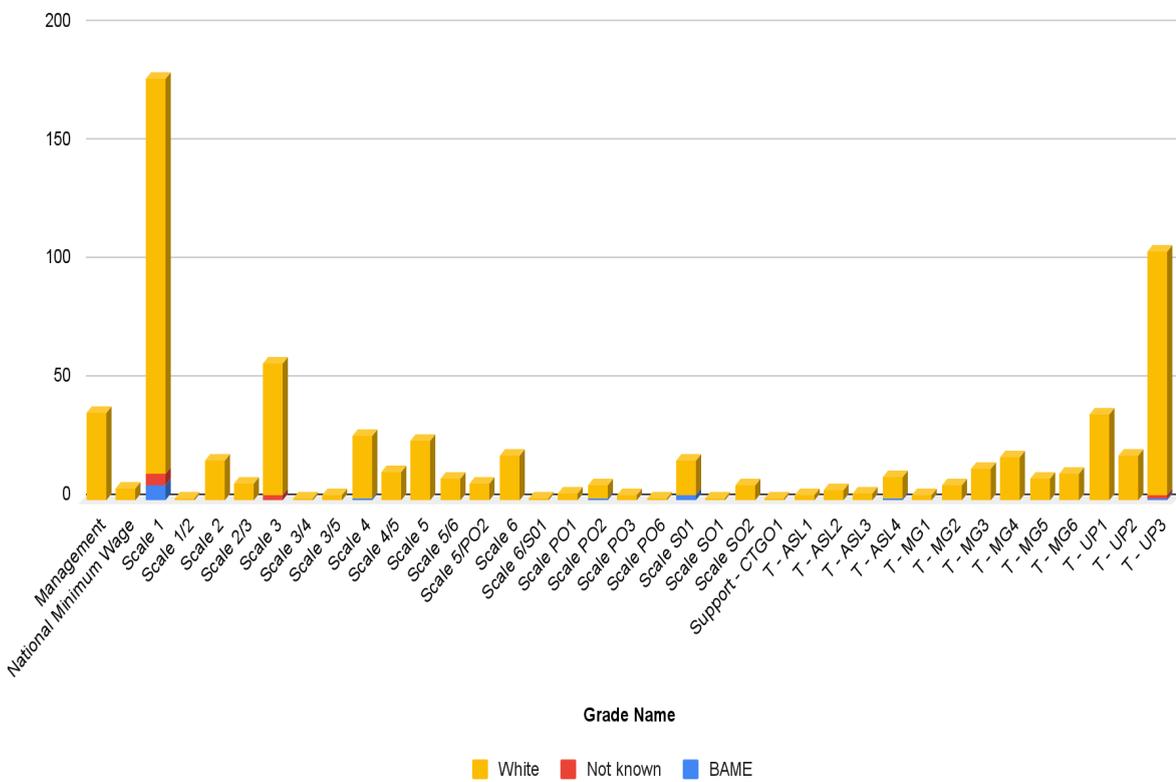
The following illustrates the proportions of Black, Asian and Minority Ethnic and White full-pay relevant employees in the lower, lower middle, upper-middle and upper quartile pay bands, followed by the Ethnicity distribution by salary grade.

Q1 Lower Quartile		Q2 Lower Middle Quartile		Q3 Upper Middle Quartile		Q4 Upper Quartile	
Black, Asian and Minority Ethnic	White						
6 3.5%	162 96.5%	1 0.6%	168 99.4%	3 1.8%	165 98.2%	2 1.2%	166 98.8%

Ethnicity Quartile Chart



Ethnic Distribution by Salary Scale



What is the Disability Pay Gap?

The disability pay gap illustrates the difference in average hourly rate between disabled and non-disabled employees in a company. A disability pay gap above zero indicates that employees without disabilities earn more on average, whereas a pay gap below zero indicates that employees with disabilities earn more on average.

What is Our Disability Pay Gap?

We calculate the disability pay gap the same way as the Gender pay gap.

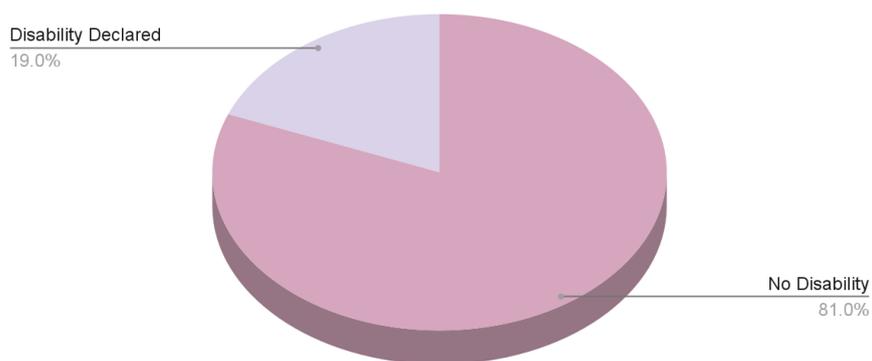
The mean disability pay gap is 5.65 %.
 The median disability pay gap is 6.93%.

What Has Caused Our Disability Pay Gap?

The data shows that our disability pay gap is a reflection of the low overall number (104) or percentage (19%) of staff with a disclosed disability employed at Bridgend College. During this period there were 128 staff who have not responded to our survey or have chosen “prefer not to say”.

Data

Total Staff Who Have Declared a Disability



The below tables illustrates the mean and median disability pay gap - based on hourly rate of ordinary pay

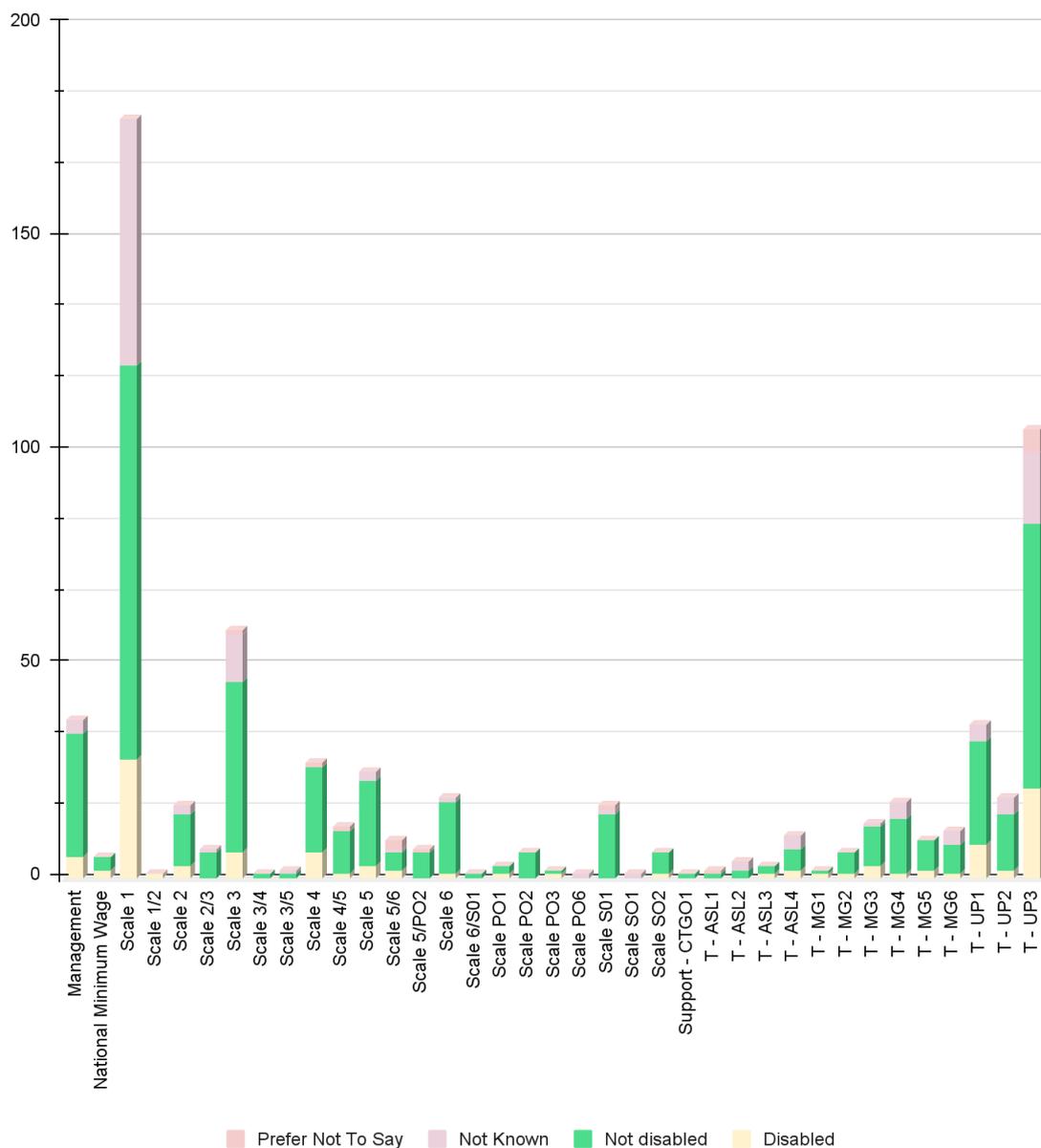
Declared a Disability £15.82	Not Disabled £16.77
Mean Disability Pay Gap 5.65%	

Declared a Disability £15.82	Not Disabled £15.16
Median Disability Pay Gap 6.93%	

The following illustrates the proportions of Disabled and Not disabled full-pay relevant employees in the lower, lower middle, upper-middle and upper quartile pay bands, followed by the Disability distribution by salary grade.

Q1 Lower Quartile		Q2 Lower Middle Quartile		Q3 Upper Middle Quartile		Q4 Upper Quartile	
Disabled	Not Disabled	Disabled	Not Disabled	Disabled	Not Disabled	Disabled	Not Disabled
32	104	23	113	22	114	27	109

Disability Distribution by Salary Grade



What Are We Doing To Close The Ethnicity and Disability Pay Gap?

We actively strive to support staff based on their needs, and through removing systemic bias in policy, procedures and processes. We have been a Disability Confident Leader employer for 3 years, we guarantee to interview anyone with a disability if their application meets the essential criteria for the post, and consider them on their abilities. We also offer reasonable adjustments throughout the recruitment process and beyond to ensure equality of opportunity.

We are committed to a Zero Racism Wales Wales. By signing this pledge, we agree to seek to create, maintain and promote a community in which each person is treated fairly and equally, irrespective of race.

We are also now tracking applicants who have a protected characteristic throughout the full recruitment cycle (i.e. number of applicants, number shortlisted, number interviewed, number offered). This will aid us to identify any gaps or trends, and highlight any issues including if any of our processes are inadvertently bias.

In addition, there will also be training for managers via recruitment and selection toolbox talks, which are being rolled out to raise awareness and prevent bias throughout the full recruitment cycle. More care is also being taken when reviewing and compiling job descriptions and adverts before advertising to eliminate any bias through the use of inclusive language.

We will continue to actively engage with staff to understand what barriers they perceive there are to moving into higher-paid roles (if any) and ensure all staff have access to CPD to support their progression.

Therefore, at Bridgend College, we strive to be an environment where people feel they can be supported to be all that they can be. Through supported recruitment and support for existing staff, the College aims to become more representative of wider society.

As you will see, there have been significant initiatives and improvements by the College with the intention to close the gender pay gap. In addition, we are continuing to implement best practice initiatives as suggested by the Government's Equality Office report Reducing the gender pay gap and improving gender equality in organisations: Evidence-based actions for employers. We are aware we still have work to do, but we are committed to nurturing an environment where all can thrive.

I confirm that the gender pay gap data contained in this report is accurate.



Simon Pirotte
Principal and CEO