

Bridgend College Pay Gap 2022



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Bridgend College Pay Gap Report 2022



Simon Pirotte
Principal and CEO

Foreword from the Principal

Our mission is simple - **be all that you can be**. Be you.

Bridgend College is a special place to learn and work. We want to create an **inclusive** environment which enables people to be **innovative** and **passionate** about what they do. We want to create **inspirational** opportunities which transform lives and celebrate the successes of every individual. We are committed to making decisions which are ethical and **people-centred**, for every person and in every interaction.

We know that the standards we walk past are the standards we accept, so by being a **team player** who is committed to our organisational values, we can ensure that everyone is **ready** to learn and work in an environment where they are **respected** and feel **safe**, to **be all that they can be**.

About Bridgend College

Bridgend College is a Further Education (FE) and Higher Education (HE) College supporting over 6,000 students and employing over 800 members of staff across its four campuses in Bridgend, Pencoed, Queens Road and Maesteg. We offer an extensive range of courses, from Entry through to Degree level, in over 20 vocational areas (including A Levels) and are particularly active in designing and promoting new courses to meet the changing needs of industry, the community and individuals. We provide a very welcoming and highly inclusive environment where students from all backgrounds feel safe and well supported.

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 17.74%, an increase of 0.1% 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 33.07%, a decrease on last year's figure of 38.34%

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.

Our staff in the Day Nursery, Refectory, Cleaning, and Learning Support teams are some of the roles available in the 1st quartile.

These roles are typically more attractive to working parents due to the term time and part time options available within these areas.

Societally, women are still predominantly primary caregivers, this resulting in more women than men working part-time.

Where both men and women appear in the same pay grade we know they are being paid equally.

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.

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 18 females working within the area of STEM which is an increase of 4 from last year (3 in Construction, 10 in Science and Engineering, 5 in Information Technology), out of a workforce of 107 in this area, which equates to 16.8% female an increase of 3.5%.

From the academic year 2021-22 we started to track protected characteristics of staff moving into new and higher paid positions, so we can identify any gaps or barriers. For the academic year 21-22, 75% of progressions were female. We are continuing to monitor this so we can implement meaningful initiatives to support progression and 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.

More care is also being taken when reviewing and compiling job descriptions and adverts before advertising, to eliminate any gender bias through the use of inclusive and gender-neutral language.

We will continue to implement best practice initiatives as suggested by the Government's Equality Office report and we are committed to nurturing an environment where everyone can reach their full potential.

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 2022, 38 staff were eligible to apply, this can be broken down into 17 females and 21 males. 22 teaching staff applied and achieved threshold progression, allowing them to progress up the upper pay scale. There were 59% female employees and 41% male employees among the 22 who were successful.

| Gender | Total Eligible | Total Applied | Application Rate |
|--------|----------------|---------------|------------------|
| Male | 21 | 9 | 43% |
| Female | 17 | 13 | 77% |

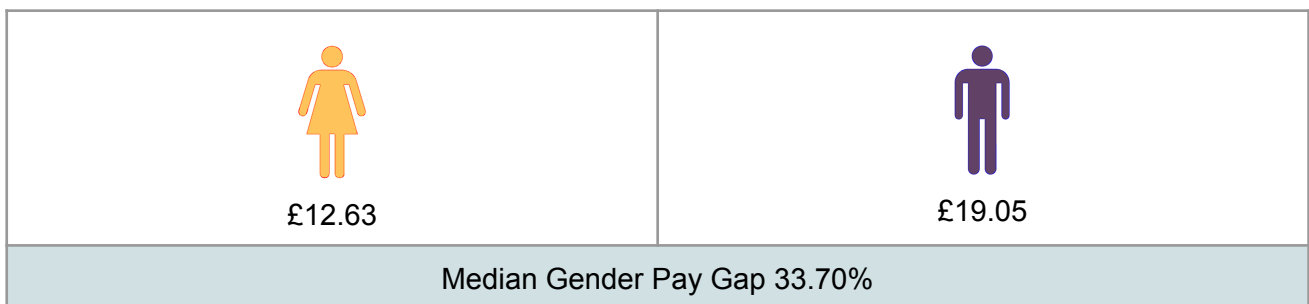
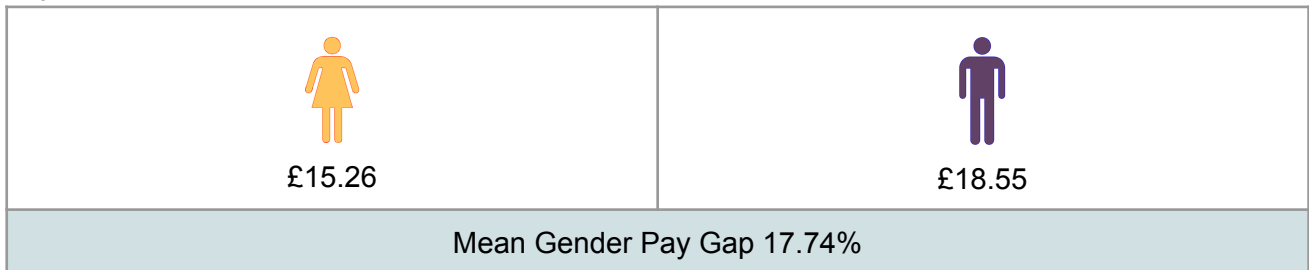
Our Equality, Diversity, and Inclusion Advisor has been actively working with employees to better understand what barriers they see to advancing into higher-paying positions (if any) and ensuring they have access to CPD to help them advance.

Appendix 1 - Data









As of 30th March 2022, Bridgend College had 707 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 226 male employees and 481 female employees.



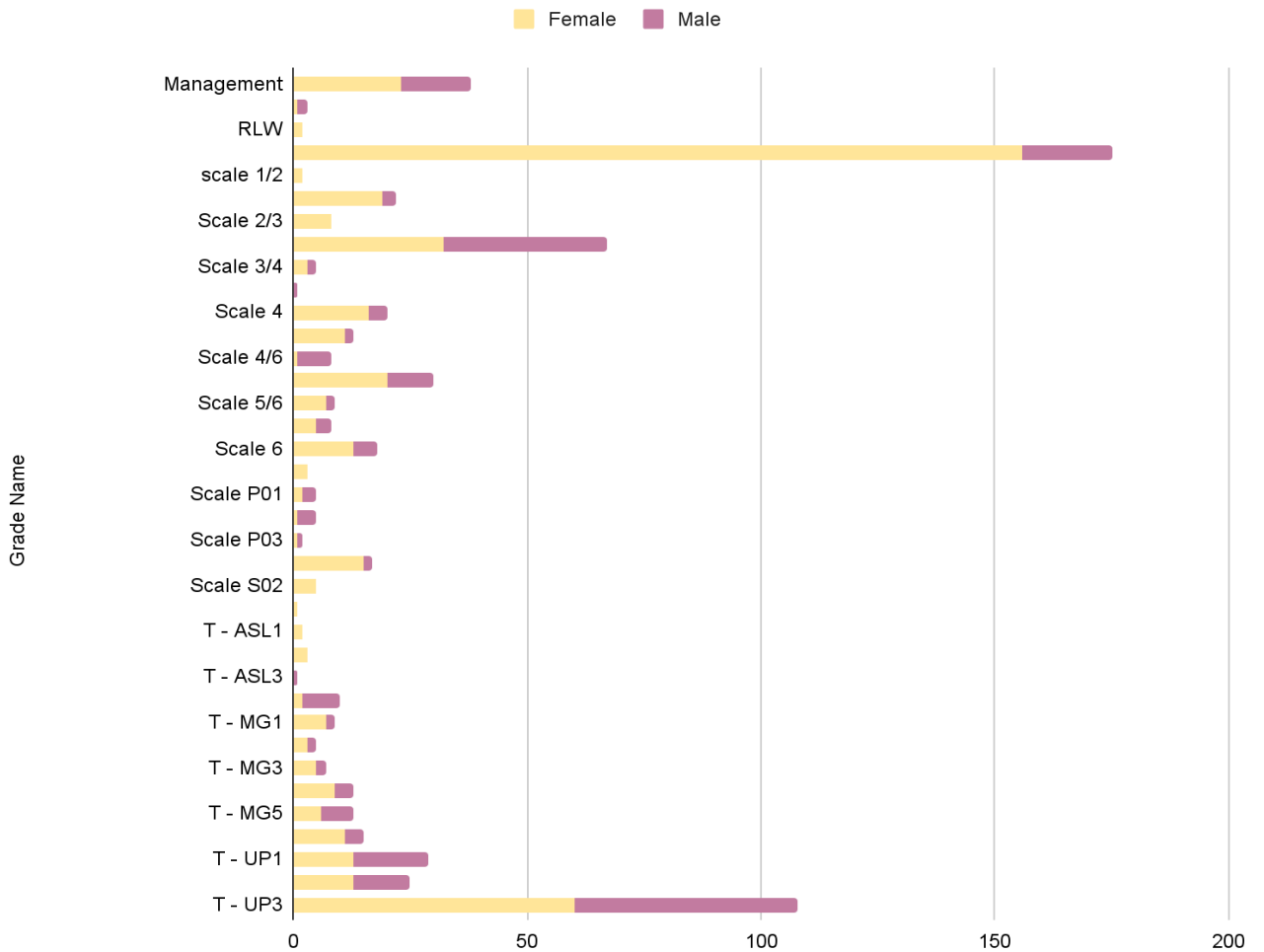
The below tables illustrate the mean and median gender pay gap - based on hourly rate of ordinary pay.



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 | |
|---|---|---|---|---|---|---|---|
|  |  |  |  |  |  |  |  |
| 156 88.6% | 20 11.4% | 116 65.5% | 61 34.5% | 110 62.1% | 67 37.9% | 99 55.9% | 78 44.1% |

Gender Distribution Across Salary Grades



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 **16.72%**. The median pay gap is **19.38%**.

What Has Caused Our Ethnicity Pay Gap?

The number of staff falling within Black, Asian, mixed and other ethnic groups in 2022 is 2.4% of the workforce, therefore, the data shows a reflection of the low overall number of staff from a Black, Asian and Minority Ethnic background.

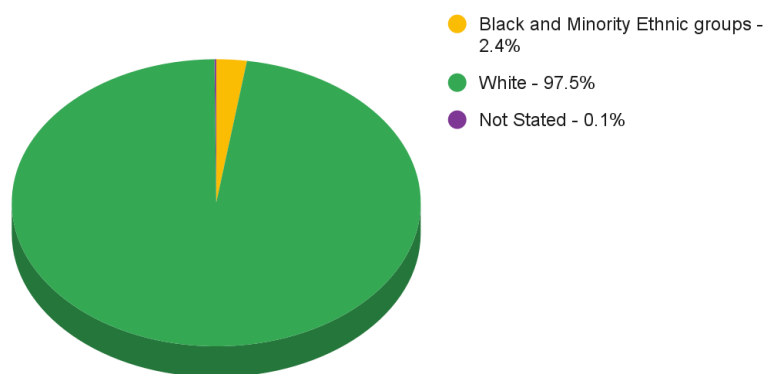
During this period, 0.1% of the workforce had chosen to either record their ethnicity as not stated, or not respond.

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 on our website

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.

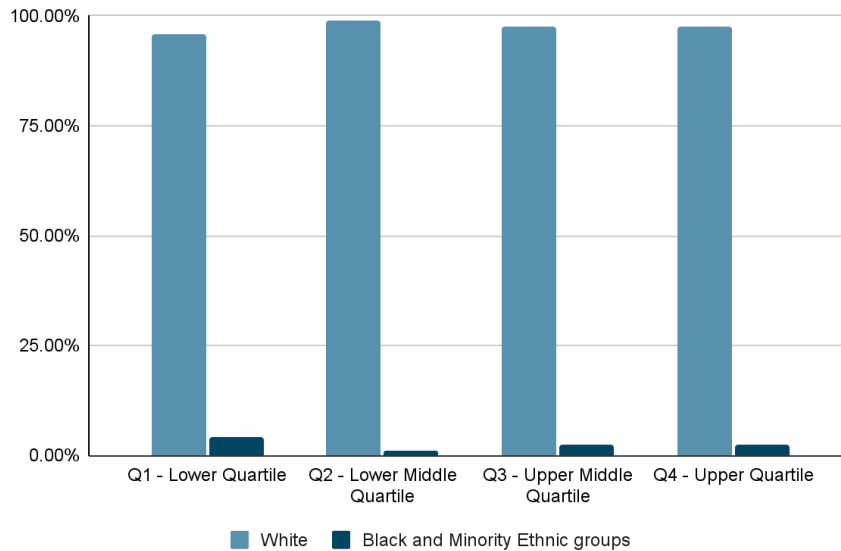
| | |
|--|-----------------|
| Black and Minority Ethnic groups £11.19 | White £13.43 |
| Mean Ethnicity Pay Gap 16.72% | |

| | |
|--|-----------------|
| Black and Minority Ethnic groups £11.65 | White £14.45 |
| Median Ethnicity Pay Gap 19.38% | |

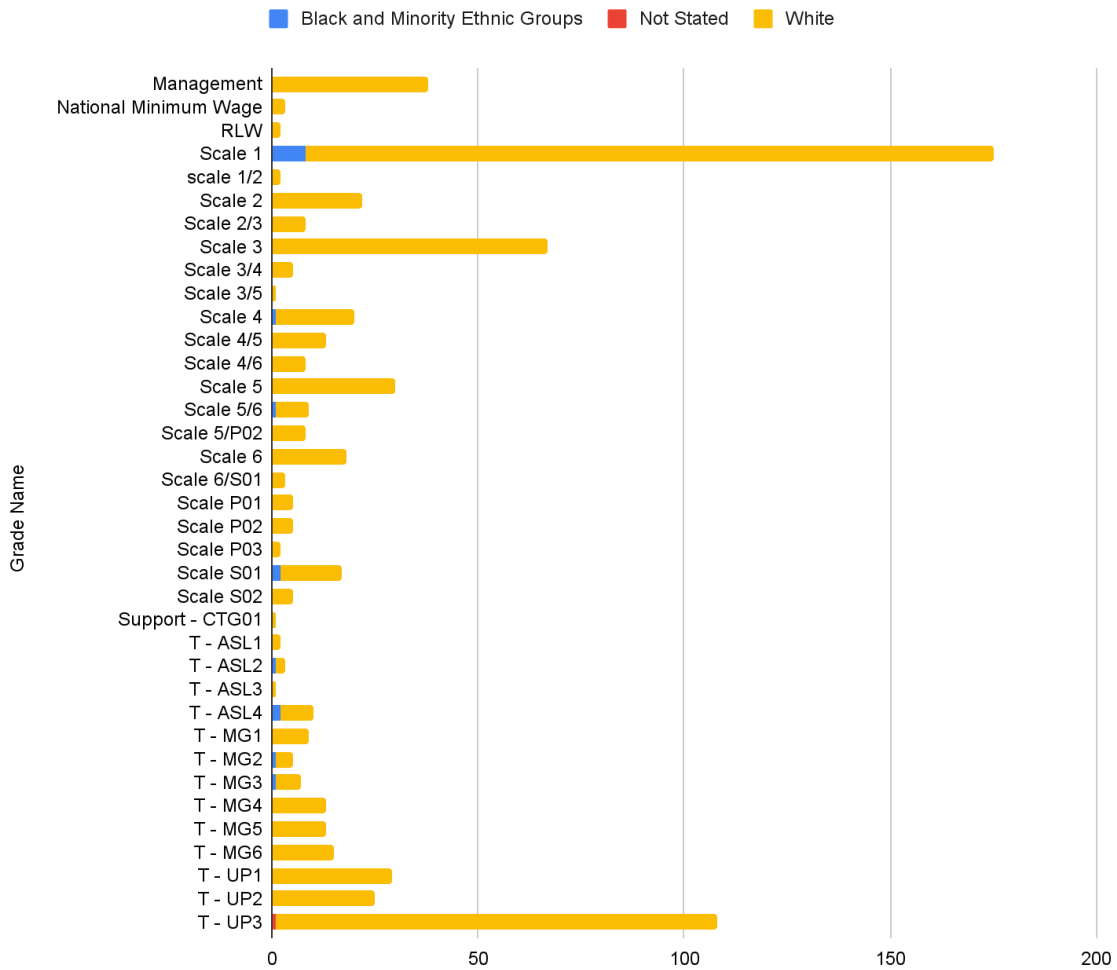
The following illustrates the proportions of Black, Asian and Minority Ethnic and White full-pay relevant employees in the lower, lower middle, upper-middle and upper quartile pay bands, followed by the Ethnicity distribution by salary grade.

| Q1 Lower Quartile | | Q2 Lower Middle Quartile | | Q3 Upper Middle Quartile | | Q4 Upper Quartile | |
|----------------------------------|------------|----------------------------------|--------------|----------------------------------|--------------|----------------------------------|--------------|
| Black, Asian and Minority Ethnic | White | Black, Asian and Minority Ethnic | White | Black, Asian and Minority Ethnic | White | Black, Asian and Minority Ethnic | White |
| 7 4.0% | 169 96% | 2 1.1% | 175 98.9% | 4 2.3% | 173 97.7% | 4 2.3% | 172 97.7% |

Ethnicity Quartile Chart March 2022



Ethnicity 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.

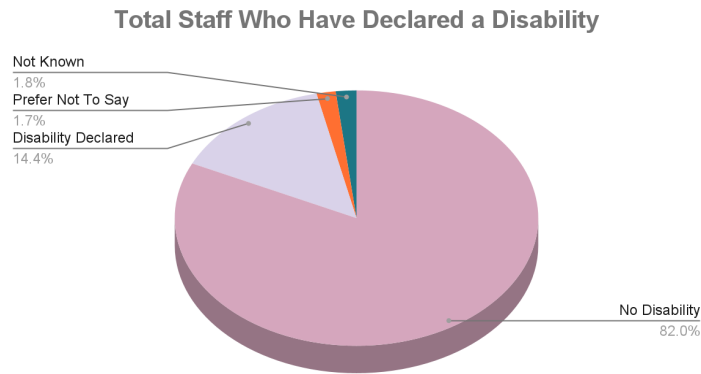
What is Our Disability Pay Gap?

We calculate the disability pay gap the same way as the Gender pay gap. The mean disability pay gap is 3.66 %. The median disability pay gap is 0.07%.

What Has Caused Our Disability Pay Gap?

The data shows that (14%) of staff have a disclosed disability. During this period there were 25 staff who have not responded to our survey or have chosen “prefer not to say”. The gap shown by the data is significantly lower than the other groups.

Data



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

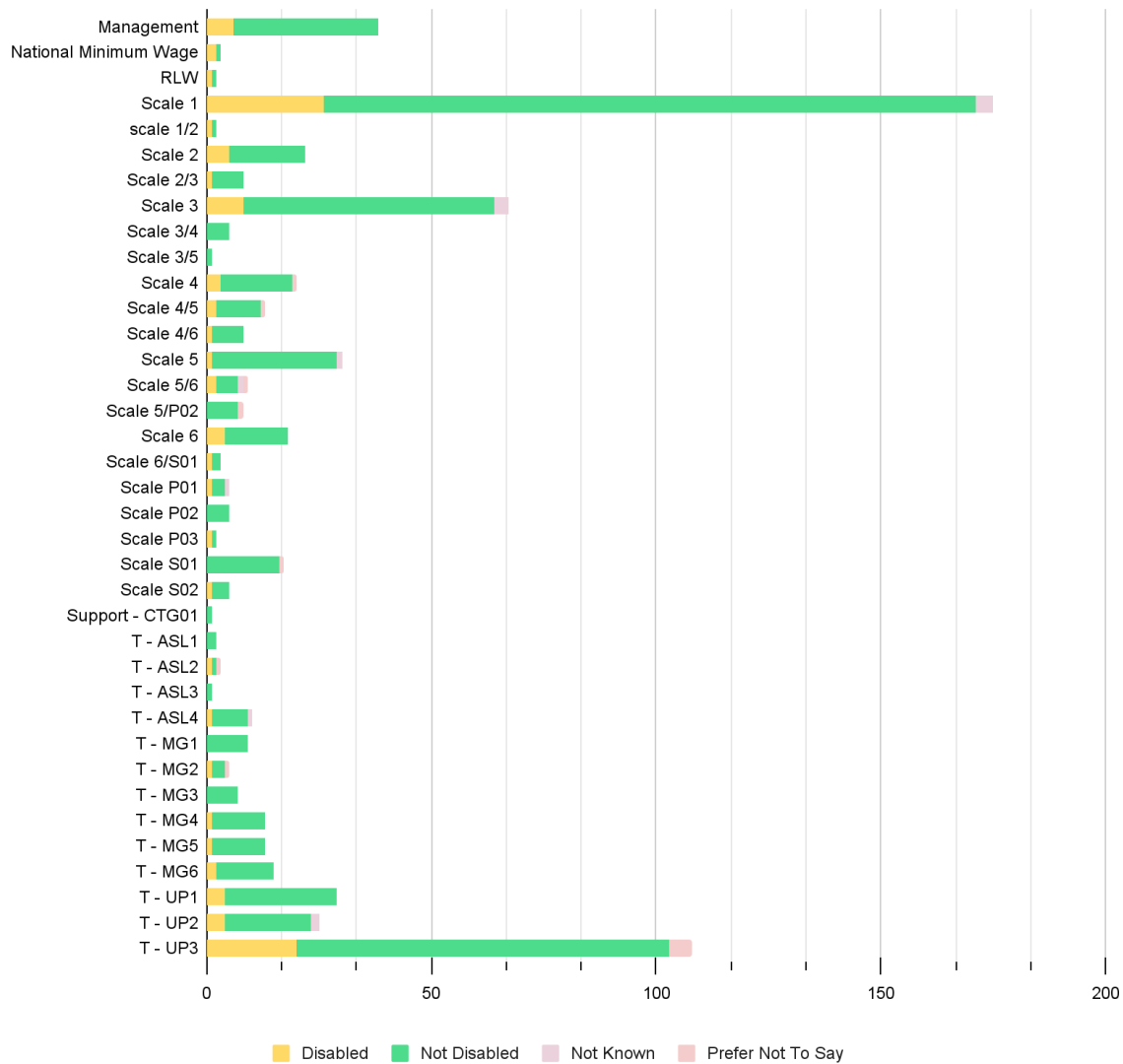
| | |
|---------------------------------|------------------------|
| Declared a Disability £15.79 | Not Disabled £16.39 |
| Mean Disability Pay Gap 3.66% | |

| | |
|---------------------------------|------------------------|
| Declared a Disability £14.44 | Not Disabled £14.45 |
| Median Disability Pay Gap 0.07% | |

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 |
| 27 | 143 | 25 | 146 | 24 | 147 | 26 | 144 |

Disability Distribution by Salary Grade 2022



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.

Zero Tolerance for Racism in Wales is our goal. By committing to this pledge, we promise to work to build, uphold, and promote a community where everyone is treated fairly and equitably, regardless of race.

Additionally, we are now keeping track of candidates with protected characteristics during the whole recruitment process (i.e. number of applicants, number shortlisted, number interviewed, number offered). This will assist us in identifying any gaps or trends and indicate any problems, such as whether any of our procedures are unintentionally biased.

To learn about any perceived obstacles to advancement into roles with better pay, we will continue to actively engage with staff. We'll also make sure that everyone has access to CPD to help career progression.

As a result, at Bridgend College, we work hard to create an environment where people feel like they have the support they need to be all that they can be. The College seeks to reflect more of society through supported recruitment and support for current employees.

As you will see, there have been significant initiatives and improvements by the College with the intention to close the pay gaps. 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