

Gender Pay Gap Statement

March 2024 for the period ending March 2023

Barnet and Southgate College supports the fair and equitable treatment of all staff irrespective of gender and position. The College uses pay scales and grades recommended by the Association of Colleges and has an objective grading framework in place based on the relevant duties and level of responsibility for a role. Staff progress through their pay range based on an annual increment until the top of the grade is reached, subject to satisfactory performance.

The College is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employee data.

The calculations are:

1. Your mean gender pay gap
2. Your median gender pay gap
3. Your mean bonus gender pay gap
4. Your median bonus gender pay gap
5. Your proportion of males and females receiving a bonus payment
6. Your proportion of males and females in each quartile band

The College has undertaken these calculations based on the gender pay gap reporting legislation. The Colleges' snapshot date for the above calculations was 31 March 2023.

The College does not make bonus payments and as such, calculations 3, 4 and 5 above are not relevant and have not been undertaken.

Gender Pay Gap Results (2023 figures in red below)

1. The Colleges mean gender pay gap % is 7.41 **7.82**
2. The Colleges median gender pay gap % is 6.88 **6.92**
6. The proportion of males and females in each quartile band is:

<i>Gender</i>	<i>Lower Quartile 4</i>	<i>Lower Middle Quartile 3</i>	<i>Upper Middle Quartile 2</i>	<i>Upper Quartile 1</i>
F	66.42 (70.77)	79.10 (74.62)	68.15 (66.92)	61.94 (59.23)
M	33.58 (29.23)	20.90 (25.38)	31.85 (33.08)	38.06 (40.77)

In common with other educational institutions, the College has a higher percentage of females within the workforce overall and across all quartiles. There is a greater percentage of females within the lower quartile. These roles are predominantly business support roles and there is a higher proportion of part time roles in the lower and lower middle quartiles. Overall, within the College, there is a larger percentage of women than men in part time positions.

Eradicating the Gender Pay Gap

The College's People Strategy and Equality and Diversity Action Plan reflect initiatives to support gender equality. This includes actions around attraction, recruitment and progression to attract more male employees into jobs that fall into the lower pay quartile and more females into higher level roles, providing further opportunities for women to progress within the College through talent management initiatives. The College will also continue to offer a wide range of flexible working opportunities to all employees, so ensuring that carers feel that BSC is a fair and equitable employer striving to further reduce the pay gap.

Barnet & Southgate College
March 2024