



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 2022 and only includes employees in receipt of pay during the month of March. Figures for March 2021 are in brackets for comparison.

Measure	Brockenhurst College
The difference between the mean hourly rate of pay of male and female employees	14.00% (10.46%)
The difference between the median hourly rate of pay of male and female employees	22.80% (17.84%)
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	44.83% (39.22%)	55.17% (60.78%)	Includes all employees whose standard hourly rate places them above the upper quartile
Upper Middle	26.09% (36.27%)	73.91% (63.73%)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Lower Middle	31.03% (26.47%)	68.97% (73.53%)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Lower	16.38% (20.39%)	83.62% (79.61%)	Includes all employees whose standard hourly rate places them at or below the lower quartile

Commentary

In comparing the 2022 and 2021 mean gender pay gap figure for the College this shows a move back closer to the figure reported in 2020. This can in part be attributable to the impact of fewer staff being reported in 2021 due to furlough.

Variances in fluctuations in the profile of the four quartiles reflect staffing movement which would impact on the mean gender pay gap figure, suggesting that this is likely to reflect normal staff fluctuations. Though it can be seen that the percentage of females in the upper middle band has increased by 10%.

When comparing to the national (provisional) overall mean benchmark of 14.9%, Brockenhurst College does not have a significant gender pay gap. 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. 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.