



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 2021 and only includes employees in receipt of pay during the month of March. Figures for March 2020 are in brackets for comparison.

Measure	Brockenhurst College
The difference between the mean hourly rate of pay of male and female employees	<b>10.46%</b> (15.30%)
The difference between the median hourly rate of pay of male and female employees	<b>17.84%</b> (13.29%)
The difference between the mean bonus pay paid to male and female employees	<b>0%</b> (0%)
The difference between the median bonus pay paid to male and female employees	<b>0%</b> (0%)
The proportion of male employees who were paid bonus pay	<b>0%</b> (0%)
The proportion of female employees who were paid bonus pay	<b>0%</b> (0%)

The proportions of male and female employees in quartile pay bands:

Band	Males	Females	Description
Upper	39.22% (39.02%)	60.78% (60.98%)	Includes all employees whose standard hourly rate places them above the upper quartile
Upper Middle	36.27% (33.61%)	63.73% (66.39%)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Lower Middle	26.47% (22.95%)	73.53% (77.05%)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Lower	20.39% (18.70%)	79.61% (81.30%)	Includes all employees whose standard hourly rate places them at or below the lower quartile

### Commentary

In comparing the 2021 and 2020 mean gender pay gap figure for the College this shows an improvement to 10.46% from 15.30% (4.84%). Some of this is attributable to changes in the staffing establishment. 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 male employees with the lower middle and lower pay bands has increased.

Whilst this does show a move, when comparing to the national (provisional) overall mean benchmark of 15.4%, 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.

It is 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.