



GENDER PAY GAP REPORT 2018-19

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 2019 and only includes employees in receipt of pay during the month of March. Figures for March 2018 are in brackets for comparison. ONS Benchmark is for March 2018.

Measure	Brockenhurst College	ONS Benchmark*
The difference between the mean hourly rate of pay of male and female employees	12.01% (8.25%)	10.8%
The difference between the median hourly rate of pay of male and female employees	13.19% (14.26%)	19.0%
The difference between the mean bonus pay paid to male and female employees	0%	
The difference between the median bonus pay paid to male and female employees	0%	
The proportion of male employees who were paid bonus pay	0%	
The proportion of female employees who were paid bonus pay	0%	

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

Band	Males	Females	Description
Upper	45.74% (38.69%)	54.26% (61.31%)	Includes all employees whose standard hourly rate places them above the upper quartile
Upper Middle	21.70% (30.88%)	78.30% (69.12%)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Lower Middle	27.13% (32.12%)	72.87% (67.88%)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Lower	14.84% (18.98%)	85.16% (81.02%)	Includes all employees whose standard hourly rate places them at or below the lower quartile

Commentary

Brockenhurst College does not have a significant gender pay gap compared to available benchmarks. 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.

February 2020



BENCHMARKING INFORMATION*

ONS: Gender pay gap in the UK: 2019 (October 2019)
(Dataset for March 2018 reporting period)

	Median	Mean
EDUCATION	25.4	17.0
Education	25.4	17.0
Pre-primary education	x	33.1
Pre-primary education	x	33.1
Primary education	23.4	12.5
Primary education	23.4	12.5
Secondary education	21.7	14.7
General secondary education	29.0	17.2
Technical and vocational secondary education	19.0	10.8
Higher education	15.5	15.9
Post-secondary non-tertiary education	16.8	8.0
Tertiary education	15.6	15.5
Other education	13.4	10.9
Sports and recreation education	1.4	x
Cultural education	x	18.1
Driving school activities	x	x
Other education n.e.c.	15.0	10.4
Educational support activities	34.1	20.0
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* Office of National Statistics 'Gender pay gap in the UK: 2019'. Data Released 29 October 2019. Available at: <https://gender-pay-gap.service.gov.uk/viewing/download-data/2018>