

Gender Pay Reporting for Bournemouth & Poole College

Bournemouth & Poole College is required by legislation to report on the gender pay gap on an annual basis. The data for the report is taken on the 31st March each year and is a snapshot of payment rates for the previous 12 months, this forms the data from which the figures are calculated. The data used includes full-time, part-time, apprentices and casual employees. Reports will remain on the college website for 3 years.

The figures are calculated in accordance with the legislative requirements and are reported in the same way.

Findings 2023

Bournemouth & Poole College Gender Pay Gap for 2023					
Mean for Male	17.36	Mean for Female	14.92	Mean Gender Pay Gap	14.04
Median for Male	18.47	Median for Female	13.98	Median Gender Pay Gap	24.32

Quartile	Total Staff	Male	Female	Male	Female
Lower	120	26	94	21.67	78.33
Lower Middle	120	49	71	40.83	59.17
Upper Middle	120	56	64	46.67	53.33
Upper	120	70	50	58.83	41.67

The figures in the tables above show the difference between the average (mean or median) earnings of men and women at Bournemouth & Poole College. This is not the same as Equal Pay which relates to women and men receiving equal reward for doing the same or similar work.

Analysis

In comparing the 2022 and 2023 mean gender pay gap figure for the College this shows a decline to 14.04% from 15.16% suggesting that this is likely to reflect normal staff fluctuations and changes to Senior post Holders. Variances in fluctuations in the profile of the four quartiles reflect staffing movement which would impact on the mean gender pay gap figure.

When comparing to the national overall mean benchmark of 14.3% we conclude that the college's employee recruitment, retention and progression policies and practices continue to be operating largely effectively.

It is recognised that the Professional Services staff areas of the college have a higher proportion of female employees, similarly this area has a higher proportion of part-time employees, (which arguably supports flexibility in the workplace), whereas academic areas of engineering and construction have a higher proportion of full-time male employees.

Philip Sayles
Principal & CEO
March 2024