

Aquinas College Gender Pay Gap Reporting March 2017

There is a statutory requirement for any employer who employs more than 250 staff to undertake annual gender pay gap analysis. The snapshot date for the public sector is **31 March 2017**.

Aquinas College needs to report on the following:

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

The numbers above are referenced in the table below.

Within the document there is a written statement, authorised by an appropriate senior person, which confirms the accuracy of the calculations.

We have used HMRC recommended calculations of hourly rates for all staff. However, this calculation does not account for our teaching staff who have a number of annual contractual hours nor support staff who work term time only but are paid in 12 equal payments throughout the year thus the figure produced is not representative of their actual pay. We therefore made an adjustment to the calculation for these staff, as recommended by ACAS, to factor in the number of weeks per year they work.

All our employees are paid on nationally negotiated pay scales for staff in Sixth Form Colleges with annual increments up the pay spine and an annual percentage cost of living pay rise. No bonuses were paid to our staff during the reporting period. A positive percentage in the mean and the median indicates the amount on average that men are paid more than women at the College.

The following statistics reflect the Gender Pay reporting undertaken by Aquinas College.

All Staff

Mean(1)	Median(2)	Lower quartile(7)	Lower middle quartile(7)	Upper middle quartile(7)	Upper quartile(7)
2.74%	17.33%	F 66.2 % M 33.8%	F 67.7% M 32.3%	F 63.2% M 36.8%	F 63.2% M 36.8%

The statistics above are based on 272 staff paid in the relevant period. This is split 177 females and 95 males.

As our support staff and teaching staff are on different types of contracts, the teaching staff hourly rate appears much higher than support staff rate when using the HMRC recommended method of

calculating this rate, even with the adjustment for term time only support staff. This difference between staff group translates into a gender pay gap due to the different proportion of males and females in each staff group.

We therefore chose to split the data by staff group, into support staff, teaching staff, and the senior leadership team for further analysis

Split by job roles

	Mean	Median	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Senior Management Team	28.3%	27.3%	F 100% M 0%	F 100% M 0%	F 0% M 100%	F 50% M 50%
Teaching Staff	-2.59%	-5.57%	F 67.5% M 32.5%	F 52.5% M 47.5%	F 66.7% M 33.3%	F 70.0% M 30.0%
Support Staff	3.44%	0.00%	F 81.48% M 18.52%	F 59.3% M 40.7%	F 74.1% M 25.9%	F 55.56% M 44.44%

The mean gender pay gap within the Senior Leadership Team (SLT) is 28.3%. There are five members of SLT, two male and three female. The two highest paid staff are the Principal (male) and the Vice Principal (female). The group has both teaching and support staff and the different methods of calculation of the hourly pay rate exacerbates the differences.

The college has teaching staff that is split 65% female, 35% males. Both measures show that females on average earn more than males. This is due to there being more female than males on management points. Females outnumber males in all quartiles. This is representative of the sector as a whole.

Our female support staff have a mean gender pay gap of 3.44%. This is due to the bigger range of salaries for female in the college. They attract both the lowest and the highest salaries for roles held. The median shows that females earn the same as males at the mid-point of all salaries.

Further analysis of the data demonstrates that the outcomes are greatly affected by our canteen operation. This is made up of a male manager and a number of females who have lower hourly rates of pay than the rest of the support staff roles. Many other colleges' contract out their canteen operation so we have undertaken this further analysis with these posts removed so that our reporting is not disadvantaged compared to others in the sector. With the canteen removed from the data the mean pay gap changes to show a gender pay gap in favour of females of -1.74% and the median pay gap is at 0.0%. This suggests that all of the pay gap can be attributed to the females who work as canteen assistants.

Mean(1)	Median(2)	Lower quartile(7)	Lower middle quartile(7)	Upper middle quartile(7)	Upper quartile(7)
-1.74%	0.0%	F 63.1 % M 36.9%	F 65.6% M 34.4%	F 59.4% M 40.6%	F 66.2% M 33.8%

Bonuses

Aquinas College pay no bonuses to any staff. The support staff are entitled to an annual standards payment of £320 pro-rata depending on hours worked. This is paid in December and so is not included in the March figures used for the calculations. It is considered to not fall into the definition of bonuses for the purposes of Gender pay gap and is immaterial to the statistics. Therefore the categories 3, 4, 5 and 6 above are not applicable.

Addressing the Gender Pay Gap

We have a fair and transparent recruitment and selection process and advertise a wide range of job vacancies which invites applications from those who wish to work either full or part time, including some posts with significant management responsibilities, in order to encourage both males and females with caring responsibilities, who do not wish to work full time, to apply to work with us. We believe in appointing the person who we believe to be the best candidate for each job vacancy regardless of gender.

All staff, irrespective of gender, are eligible to apply to take part in funded external staff development and our internal staff development programme is available to all staff.

Staff surveys are undertaken bi-annually as are staff exit interviews.

We support new parents through the provision of enhanced maternity rights (above statutory), the provision of paid KIT days (which are available for staff development purposes as well as for work requirements).

We welcome both informal and formal applications for flexible working and we endeavour to be fully supportive of all such reasonable requests.

Supporting Statement	
I can confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents Gender Pay Gap data for Aquinas College.	
2018	20 March
Signed: _____ Danny Pearson Principal	Date: _____