

## Aquinas College Gender Pay Gap Reporting March 2024

This report sets out the gender pay analysis to be submitted to HMRC by the 31<sup>st</sup> March 2024. The snapshot date for the public sector is **31 March 2023**.

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 in the main tables included below. 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 have therefore included a further table adjusting hourly rate for the term time only contracts, 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 up to a maximum point. 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)
5.1%	2.6%	<b>F</b> 66 % <b>M</b> 34%	<b>F</b> 66% <b>M</b> 34%	<b>F</b> 70% <b>M</b> 30%	<b>F</b> 63% <b>M</b> 37%

The statistics above are based on 225 staff paid in the relevant period. This is split 149 females and 76 males.

If we were to adjust the hourly rate to reflect the term time only nature of the support staff contract we arrive at the following

Mean(1)	Median(2)	Lower quartile(7)	Lower middle quartile(7)	Upper middle quartile(7)	Upper quartile(7)
3.5%	-8.6%	<b>F</b> 68 % <b>M</b> 32%	<b>F</b> 61% <b>M</b> 39%	<b>F</b> 71% <b>M</b> 29%	<b>F</b> 65% <b>M</b> 35%

Our term time contracts are very popular and fit well into staff work/life balance. When the hourly rate calculation is adjusted to mitigate the shorter number of weeks of the term time only contract, the table above shows that the mean difference between male and female reduces and the median rate for females exceeds that of males within the organisation.

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. This difference between staff groups 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	75.7%	77.9%	<b>F</b> 100% <b>M</b> 0%	<b>F</b> 100% <b>M</b> 0%	<b>F</b> 50% <b>M</b> 50%	<b>F</b> 0% <b>M</b> 100%
Teaching Staff	-3.1%	0%	<b>F</b> 65% <b>M</b> 35%	<b>F</b> 78% <b>M</b> 22%	<b>F</b> 48% <b>M</b> 51%	<b>F</b> 69% <b>M</b> 31%
Support Staff	9.4%	11.0%	<b>F</b> 83% <b>M</b> 17%	<b>F</b> 70% <b>M</b> 30 %	<b>F</b> 61% <b>M</b> 40%	<b>F</b> 58% <b>M</b> 42%

The mean gender pay gap within the Senior Leadership Team (SLT) is 75.7%. There are six members of SLT, two male and four female. The two highest paid staff are the Principal (male) and the Vice Principal (male). The group has both teaching and support staff members. The Principal's pay skews the overall results due to the gap between his pay and the others within the group.

The college has teaching staff that is split 65% female, 35% males. Both measures show that females on average earn more or at least the same as males. This is due to there being more female than males on management points.

Our female support staff have a mean gender pay gap of 9.4%. Again, we have both male and female staff on all positions on the pay scale although we have increased the number of learning support assistants, to support higher numbers of students, at the lower end of the pay scale and they tend to be female. We have revisited their scale in 2022/23 and increased it. More males are full year than females so the pay difference is exaggerated above.

Overall the gender pay gaps are negligible, when adjusted for the term time/full year effect reflecting the use of the salary scales within the sector. Females outnumber males in all quartiles. This is representative of the sector as a whole.

### **Bonuses**

Aquinas College pay no bonuses to any staff. The support staff are entitled to an annual standards payment of £390 pro-rata depending on hours worked. This is paid in December and is therefore 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. We invite 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 feel 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.

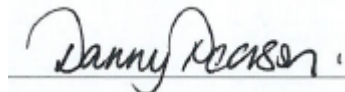
We support new parents through the provision of enhanced maternity rights (above statutory), the provision of paid KIT days, which are available for staff development purposes as well as for work requirements.

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.

Signed:



Danny Pearson Principal

Date: 19/3/24