

## Aquinas College Gender Pay Gap Reporting March 2019

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 2019**.

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)
6.5%	3.7%	<b>F</b> 71.6 % <b>M</b> 28.4%	<b>F</b> 67.2 % <b>M</b> 32.8%	<b>F</b> 53.7% <b>M</b> 46.3%	<b>F</b> 71.6% <b>M</b> 28.4%

The statistics above are based on 268 staff paid in the relevant period. This is split 177 females and 91 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. 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	48.4%	55.4%	<b>F</b> 100% <b>M</b> 0%	<b>F</b> 100% <b>M</b> 0%	<b>F</b> 0% <b>M</b> 100%	<b>F</b> 50% <b>M</b> 50%
Teaching Staff	-0.04%	0%	<b>F</b> 68% <b>M</b> 32%	<b>F</b> 55% <b>M</b> 45%	<b>F</b> 53% <b>M</b> 47%	<b>F</b> 83% <b>M</b> 17%
Support Staff	20.6%	10.29%	<b>F</b> 85% <b>M</b> 15%	<b>F</b> 69% <b>M</b> 31%	<b>F</b> 69% <b>M</b> 31%	<b>F</b> 50% <b>M</b> 50%

The mean gender pay gap within the Senior Leadership Team (SLT) is 48.4%. 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 members.

The college has teaching staff that is split 64% female, 36% 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. 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 20.6%. This is due to the bigger range of salaries for females in the college and is exaggerated as there is no account taken of the majority of this cohort who only work term time only. Females attract both the lowest and the highest salaries for roles held. A separate analysis has been done to adjust for the term time only nature of roles within college in line with ACAS guidelines.

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 although this gap has narrowed with the introduction of the minimum pay legislation. 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 of 2.82% and the median pay gap is 3.7%. This suggests that much 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)
2.82%	3.7%	<b>F</b> 70.8 % <b>M</b> 29.2%	<b>F</b> 62.5% <b>M</b> 37.5%	<b>F</b> 53.1% <b>M</b> 46.9%	<b>F</b> 71.9% <b>M</b> 28.1%

### Analysis reflecting the term time contracts-all staff.

Mean(1) Incl. Canteen	Median(2) Incl. Canteen	Mean(1) Excl. Canteen	Median(2) Excl. Canteen
5.6%	3.6%	1.69%	0%

Again by putting colleagues on a comparable calculation of hourly rate accounting for term time only contracts, the gap between male and female narrows. Further if the canteen is excluded the difference between the mean pay gap further reduces and approaches zero. The staff in the canteen have been the most affected by the minimum pay legislation and have seen pay increases of between 3 and 4 % in the last years compared to an average increase of 1% for other staff.

### 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 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 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.



Signed: \_\_\_\_\_

Danny Pearson Principal

18 March 2020

Date: \_\_\_\_\_

