

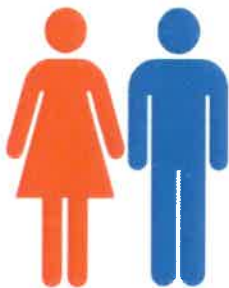
BATH COLLEGE

GENDER PAY GAP REPORT 2019

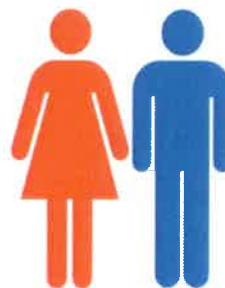
Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing the pay gap between male and female employees.

Gender pay gap:

Mean pay gap 2.1%



Median pay gap 5.7%



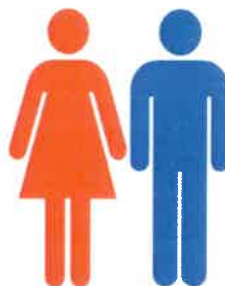
The mean gender pay gap is 2.1%, which is a reduction from last year's figure of 2.9% and 5.1% in 2017. This figure is based on a mean male hourly rate of £13.57 and mean female hourly rate of £13.28. The median gender pay gap figure has reduced from 8.5% to 5.7% based on a median male hourly rate of £13.43 and a median female hourly rate of £12.66.

Bonus pay:

Mean pay gap 100%



Median pay gap 100%



The mean and median gender bonus gap is 100% as no female staff receive bonus payments. The number of males receiving bonus pay has reduced.

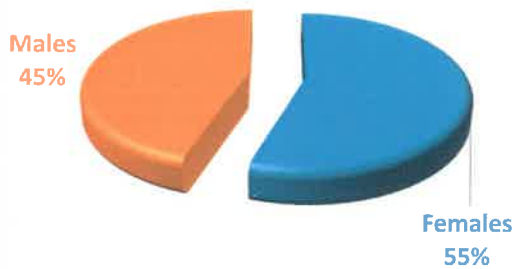
Percentage of males receiving bonus pay: 0.5%

Percentage of females receiving bonus pay: 0%

In line with regulations, employers need to report on the proportion of male and female employees in each of four pay bands, where Lower Quartile represents lowest salaries and Upper Quartile represents highest salaries.

Pay quartiles:

UPPER QUARTILE



45% males 55% females

The upper quartile comprises managers and academic staff

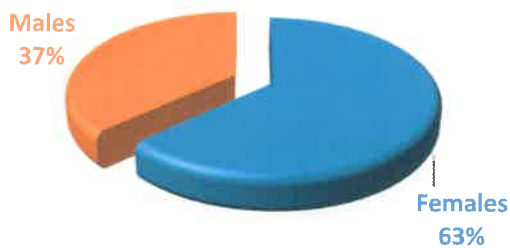
UPPER MIDDLE QUARTILE



43% males 57% females

The upper middle quartile comprises academic staff and service specialists

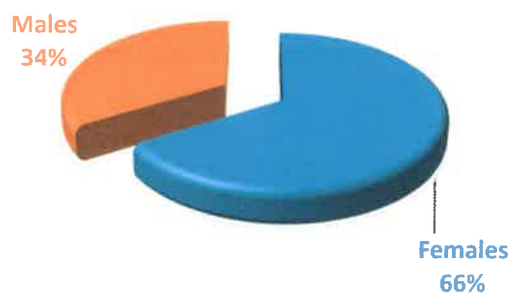
LOWER MIDDLE QUARTILE



37% males 63% females

The lower middle quartile comprises Technicians, senior administrators

LOWER QUARTILE



34% males 66% females

The lower quartile comprises administrators and operational staff

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and ACAS and Government Equalities Office guidance