

## GENDER PAY GAP REPORT 2018

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.

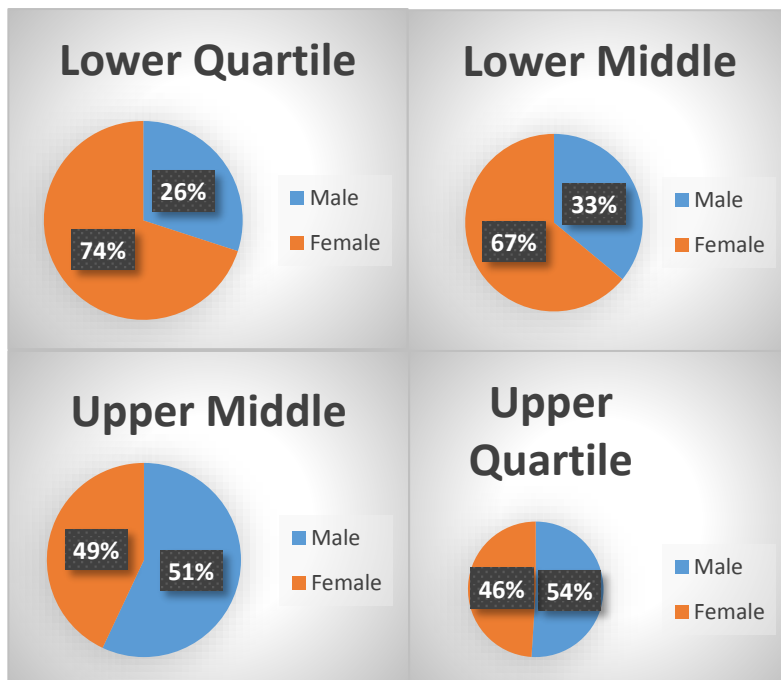
**For Barking & Dagenham College, please see the calculations below:**

Mean Gender Pay Gap	10%
Median Gender Pay Gap	20%
Mean Bonus Gender Pay Gap	47%
Median Bonus Gender Pay Gap	23%

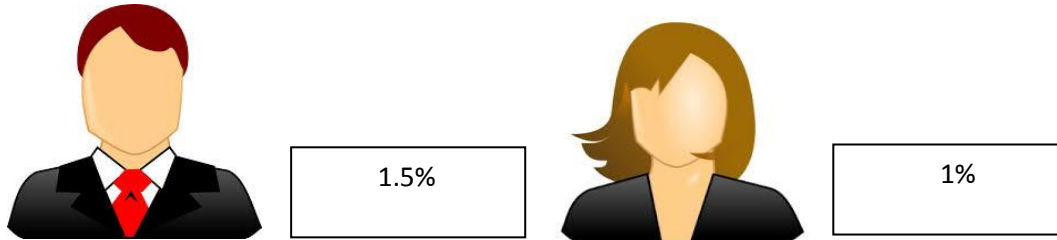


In line with regulations, employers need to report on the proportion of male and female employees in each of four pay bands, where Lower Quartile represents lowest salaries Upper Quartile represents the highest salaries.

**The proportions of males/females in each quartile pay band is as follows:**



### Proportion of Employees receiving a bonus.



### Barking & Dagenham College Gender Pay Supporting Statement

Barking & Dagenham College's pay approach supports the fair treatment, reward and recognition of all staff irrespective of gender.

BDC uses pay scales and grades recommended by the Association of Colleges. Pay scales vary according to the level of responsibility for a role. Job roles in the college are divided into job families and assigned a grade on the pay scale as appropriate. Each grade has a set pay range with spine points in between grades. Staff are expected to move through the pay range for their grade, based on performance via an annual appraisal process, probationary process or also through internal promotions.

The College has a higher percentage of females in the lower and middle quartiles. These tend to be business support roles, a number of which are curriculum learning support and they are predominantly term time only positions - i.e. part time positions. In addition, there are more women in part time positions generally. The reverse in terms of males being in the upper middle is due to the fact there we have more males in technical roles – i.e. in ICT, College Information Systems, and some vocational areas, and also within Curriculum Management. Conversely, BDC has more females in Senior Leadership roles, and therefore overall, women in management roles earn £3,538 more, in comparison to their male counterparts in 2018.

The gender bonus gap has reduced from 100% in 2017 to 43% in 2018, as we have recruited more females into bonus related roles. The College will continue to ensure that gender equality is a central point in the creation of our College's, Equality, Diversity and Inclusion Strategy.

## **Eradicating the Gender Pay Gap**

Positive action recruitment strategies will continue, in roles where there is under representation of females – e.g. in curriculum middle management roles and some technical business support roles. In addition, targeted action will be employed in areas where there are traditional male applications – for example facilitating “women into construction”. The College will continue to balance the need in ensuring that flexible working, part time or job sharing is available to its staff including women, as appropriate.

Talent development and promotions are available to female and male members of staff, and the college will continue to promote career progressions and promotions across the College.