

## Gender Pay Gap Reporting: 2019-20

Under the Gender Pay Gap Reporting Regulations, Farnborough College of Technology is required to publish information from its payroll of 414 staff in the year of reporting 2018-19. The proportion of male and female staff were 130 (31.4%) and 284 (68.6%) respectively. Our data is as follows:

The mean gender pay gap	9.88%
The median gender pay gap	6.69%
The mean bonus gender pay gap	17.15%
The median bonus gender pay gap	37.55%

The proportion of employees receiving a bonus (men)	68.46%
The proportion of employees receiving a bonus (women)	74.30%

The proportion of males and females in each quartile band				
Upper quartile	Men	42.4%	Women	57.6%
Upper middle quartile	Men	35.4%	Women	64.6%
Lower middle quartile	Men	28.3%	Women	71.7%
Lower quartile	Men	19.4%	Women	80.6%

Farnborough College of Technology supports the fair treatment, reward and recognition of all staff irrespective of gender. The College ensures that equality and diversity remains a key tenet in our transformational plans and is confident that women and men are paid equally for doing equivalent jobs.

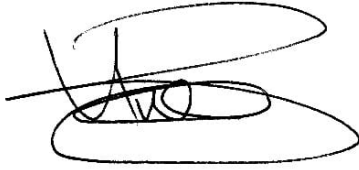
The College operates a performance related pay system linked to the achievements of the college as a whole. Where the college is performing well, all staff are rewarded with a percentage increase to their salary.

The College employs significantly more female than male staff. This is due in part to the number of part-time and term time-only support role that we have that attract more female than male staff. These are mostly in the lower and lower-middle quartiles.

Regular analyses and reporting will continue to be undertaken to further understand the extent of the gender pay gap with our processes in how we attract,

appoint and pay our staff monitored to ensure staff are treated fairly and given equal opportunities.

The College will continue to ensure that all staff are given equal opportunities and work towards reducing the gender pay gap.

A handwritten signature in black ink, appearing to read 'V Barrett', enclosed within a large, hand-drawn oval.

**Virginia Barrett**  
**Principal CEO**  
**Farnborough College of Technology**  
**December 2020**