

Gender Pay Gap Reporting: 2020-21

Under the Gender Pay Gap Reporting Regulations, Farnborough College of Technology is required to publish information from its payroll of 388 staff in the year of reporting 2020-21. The proportion of male and female staff were 127 (32.73%) and 261 (67.27%) respectively.

Our data is as follows:

The mean Gender Pay Gap	12.62%
The median Gender Pay Gap	9.38%
The mean bonus Gender Pay Gap	28.55%
The median bonus Gender Pay Gap	46.91%
The proportion of employees receiving a bonus (men)	36.22%
The proportion of employees receiving a bonus (women)	45.59%

The proportion of males and females in each quartile band:

Upper quartile	Men	45.3%	Women	54.7%
Upper middle quartile	Men	35.8%	Women	64.2%
Lower middle quartile	Men	32.3%	Women	67.7%
Lower quartile	Men	19.8%	Women	80.2%

Farnborough College of Technology continues to support the fair treatment, reward, and recognition of all staff irrespective of gender. The College ensures that equality and diversity remain 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 roles that we have that offer greater flexibility and attract more female than male staff. These are mostly in the lower and lower-middle quartiles. As can be seen below, the College is addressing the Gender Pay Gap at this level through initiatives such as ensuring all staff are paid the Real Living Wage and by ensuring that all requests for flexible working, at all levels of the organisation, are given consideration and agreed, wherever possible.

In December 2021, the College was delighted to announce that it was now an accredited Living Wage Employer. This means that every member of staff, other than those on apprenticeships, will earn a real Living Wage. The real Living Wage is higher than the government's minimum, or National Living Wage, and is an independently calculated

hourly rate of pay that is based on the actual cost of living. It is calculated each year and is announced by the Living Wage Foundation as part of Living Wage Week. It is currently £9.90 in the UK, with a higher rate of £11.05 for London, reflecting the higher costs of living in the capital.

Finally, regular analyses and reporting will continue to be undertaken to ensure we understand Gender Pay Gaps and ensure staff are treated fairly and given equal opportunities in their respective job roles.

A handwritten signature in black ink, appearing to read 'V Barrett', written in a cursive style.

Virginia Barrett
Principal CEO
Farnborough College of Technology
March 2022