**Gender Pay Gap Reporting: 2021-22**

Under the Gender Pay Gap Reporting Regulations, Farnborough College of Technology is required to publish information from its payroll of 396 staff in the year of reporting 2021-22. The proportion of male and female staff were 131 (33.1%) and 265 (66.9%) respectively.

Our data is as follows:

|  |  |
| --- | --- |
| **The mean Gender Pay Gap** | 9.46% |
| **The median Gender Pay Gap** | 8.86% |
| **The mean bonus Gender Pay Gap** | 19.61% |
| **The median bonus Gender Pay Gap** | 50% |
| **The proportion of employees receiving a bonus (men)** | 68.18% |
| **The proportion of employees receiving a bonus (women)** | 70.48% |

The proportion oof males and females in each quartile band:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Upper quartile** | Men | 42.4% | Women | 57.6% |
| **Upper middle quartile** | Men | 34.3% | Women | 65.7% |
| **Lower middle quartile** | Men | 35.4% | Women | 64.6% |
| **Lower quartile** | Men | 20.2% | Women | 79.8% |

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 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 ensure we understand Gender Pay Gaps and ensure staff are treated fairly and given equal opportunities in their respective job roles.

In the past twelve months we introduced the Real Living Wage and this has already had an impact on our Gender Pay Gap; however, the College will also continue ensuring staff in lower paid jobs have opportunities for progression as well as ensuring females have equal access to promotion at all levels.



**Virginia Barrett**

**Principal CEO**

**Farnborough College of Technology**

**March 2023**