



Gender Pay Gap

Reporting

March 2025





Why do we report on the Gender Pay Gap?

At Barking & Dagenham College, we strive for excellence. We support and deliver inspirational learning and excellence through career-focused education. Our staff are integral to making this happen! Through this type of reporting, we provide transparency in our focus on creating an environment where our people can thrive and continuous improvement can be made.

Reporting data



Data reporting includes:

- The number of relevant employees: 474, (full-pay 430)
- The reporting period: 1st April 2023 – 31st March 2024

What does the reporting provide:

- Key insights between men and women
- Compliance with the Government Equalities Office

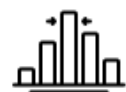
Gender pay gap

Language used and what it means



Mean

The average value of a data set. By considering the full earnings distribution, the mean takes into account the low and high earners in an organisation. Useful as women are often over-represented at the low earning extreme and men are often over-represented at the high earning extreme.



Median

The middle value of a data set. The median can be a more accurate average value when the set contains outliers. By identifying the wage of the middle earner, the median is the best representation of the 'typical' gender difference.



Gender Pay Gap

The difference between the hourly rates of men and women. Provided using both respective mean and median values.



Proportion Receiving Bonus Pay

The percentage of male and female staff who received bonus pay.



Proportion in each Pay Quartile

With the hourly pay of employees listed in ascending order, they are split into four equal quartiles. For each quartile, we are then able to see the proportion of each gender that makes up the quartile. This data will show the spread of male and female earners across an organisation, highlighting where women's progress might be stalling so action can be taken to support their career development.



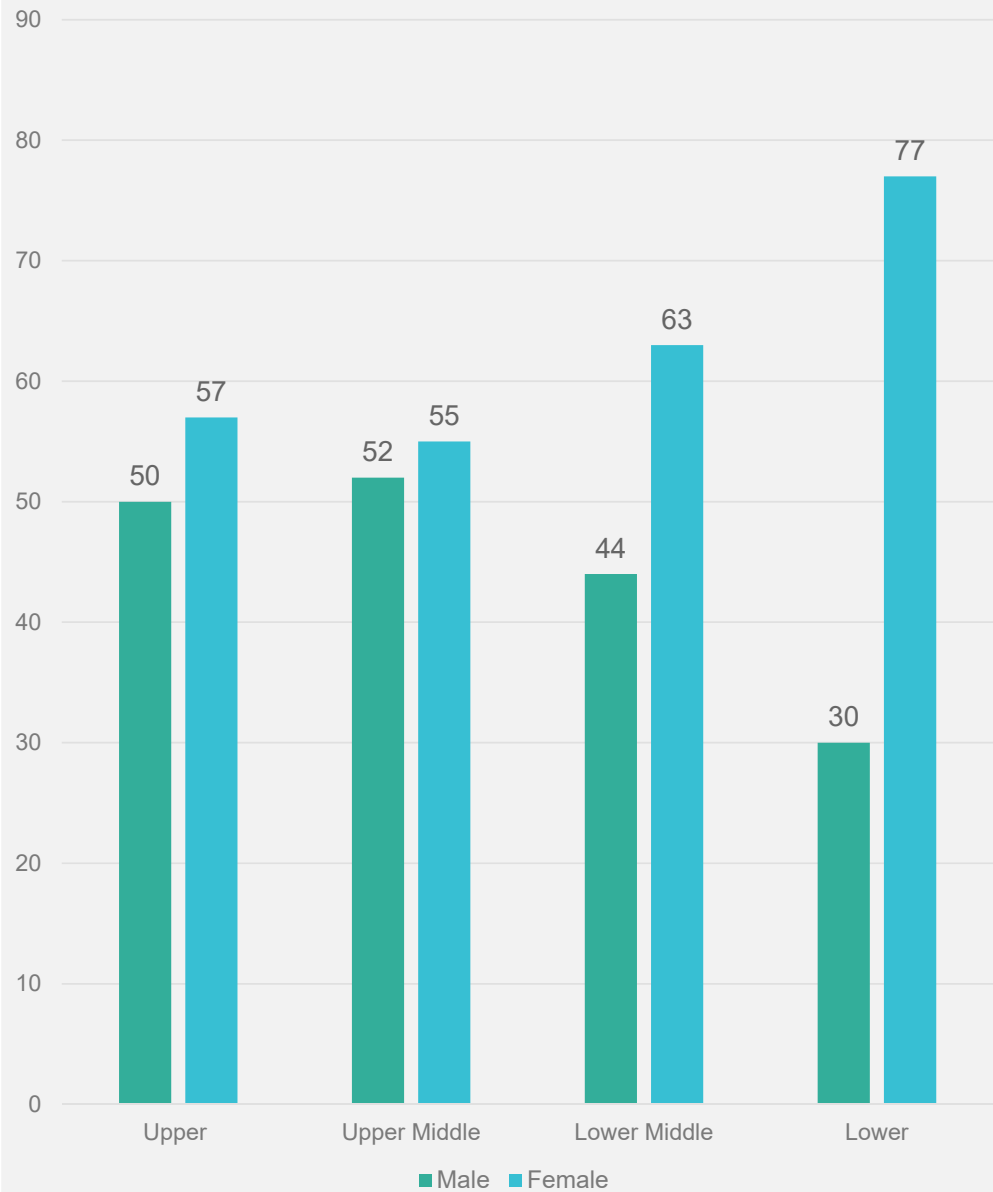
Gender Bonus Gap

The difference between the bonus pay of men and women. Provided using both respective mean and median values.

Additional Information

A positive figure for a gap will mean that the value for men is higher, whereas a negative figure means that the value for women is higher.

Role level of employees by gender



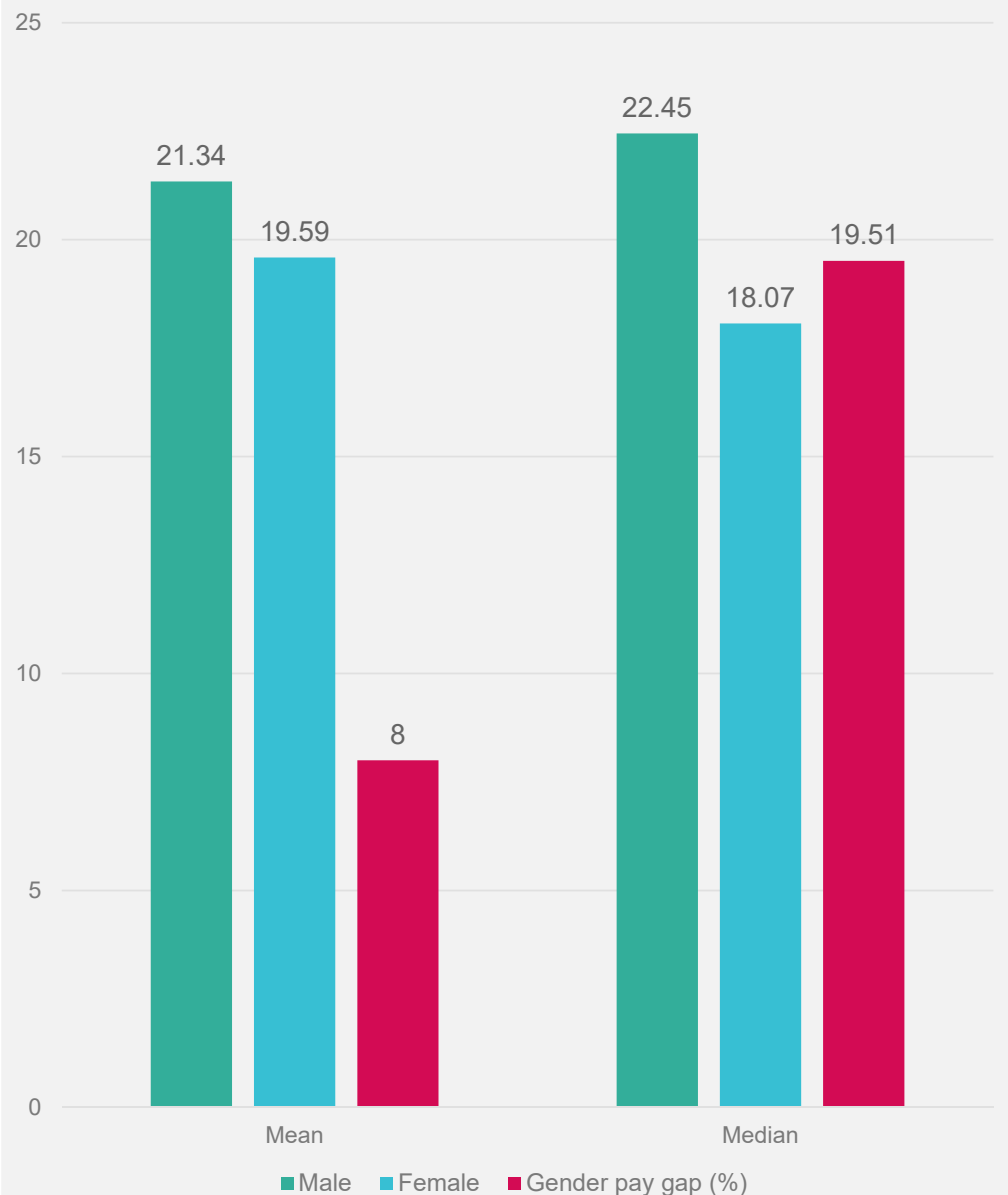
Role level by gender at Barking & Dagenham College

- Figures are drawn from 430 staff who qualify as 'full pay relevant employees' on the snapshot date of 31st March 2024. 253 staff are female (59%) and 177 are male (41%).
- If we were to apply the employee group composition ratios (41% male and 59% female) to each of the role levels, we would expect to see an increase of female post holders and a decrease of male post holders, e.g.:

Role level	Female	Male
Upper	+6 (63)	-6 (44)
Upper Middle	+8 (63)	-8 (44)

- The **Lower middle** roles are equitable to the gender split.
- The **Lower** roles require a decrease of female post holders, by 20% (15) and an increase of male post holders by 50% (15) to reflect the overall employee gender ratios.

Mean & Median Pay Gap

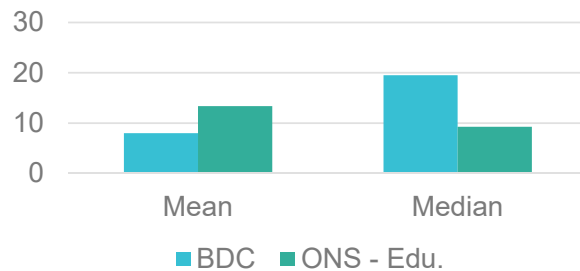


The gender pay gap at Barking & Dagenham College

- Figures are drawn from 430 staff who qualify as 'full pay relevant employees' on the snapshot date of 31st March 2024. 253 staff are female (59%) and 177 are male (41%).
- The **Mean** gender pay gap is 8%
- The **Median** gender pay gap is 19.51%

Supporting Commentary

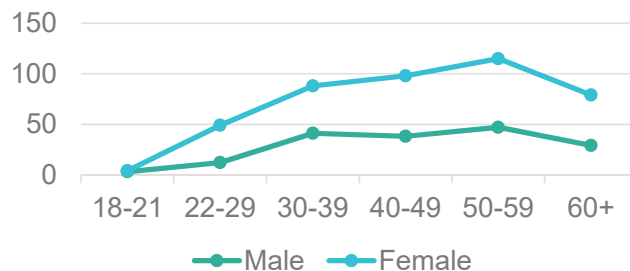
Comparison with Sector



Industry Context – Gender Pay Gap

- According to the Office for National Statistics (ONS), Barking & Dagenham College have a lower Mean gender pay gap against the estimated Education Mean, however, the Median gender pay gap % is higher than the estimated Education Median. This could be explained with the higher volumes of *Lower Middle* and *Low* roles performed by female employees at BDC.

BDC employees by age group



Barking & Dagenham College - Employee Age Gaps

- One of the key points stated by the ONS 2024 report is that “the gender pay gap is larger for employees aged 40 years and over than those aged under 40 years.”¹
 - For BDC, 68% of female employees are 40 years and over.
- This can be equated to caring responsibilities, typically weighted on female employees, and a resulting loss of career development opportunities that prevent female employees from reaching higher-level roles.

BDC Gender pay gap actions



BDC is working to address the gender pay gap through measures which include:

- a continuing commitment to paying employees equally for the same or equivalent work regardless of gender
- continued evaluation of roles to determine their position within pay scales
- a performance development process that includes opportunities for continuous performance development, sector-focussed innovation and professional recognition
- developing and broadening our reach and ensuring that our recruitment practices are inclusive
- transparent and consultative policy review and development processes which engage college stakeholders
- a dedicated Equality, Diversity and Inclusion committee to develop and strengthen diversity and inclusion skills, behaviours and practices to create an understanding and supportive culture
- promotion of the awareness and support of women's health including menopause to support colleagues throughout their career at BDC
- active challenge of gender stereotypes and everyday sexism
- ongoing wellbeing and engagement strategic actions which support a healthy work/life balance and engenders a sense of belonging

Future actions

BDC is committed to continued and sustained action to close the gender pay gap within our practices. Our future commitments include:

- Ongoing recruitment project with the aim of broadening our reach and ensuring that our recruitment practices are inclusive
- Continuing analysis of recruitment, retention and progression at different levels and roles
- Further embedding the performance development process to ensure that career conversations take place
- Further development of diversity and inclusion skills, behaviours and practices including the mitigation of unconscious bias and challenge of gender stereotypes and everyday sexism
- Continuing positive action as both an employer and an education provider to encourage women into STEM occupational areas and men into health and social care roles
- Ongoing wellbeing and engagement strategic actions which support a healthy work/life balance and engenders a sense of belonging
- Ongoing commitment to the Real Living Wage



