



## **Gender Pay Reporting 2019**

Boston College is a medium sized General Further Education (GFE) college with the main site located near the town centre of Boston in Lincolnshire. Other premises include the Sam Newson Centre a short distance away and the sports and performing arts provision based at Peter Paine Performance Centre, approximately 2 miles away. The College also has a Spalding Campus. In November 2019, a new Engineering, Manufacturing and Technology Centre opened, and we have received funding from the Institute of Technology to develop our infrastructure further. Work has commenced on building the Logistics and Distribution Centre which is due to be completed in November 2020.

The College provides a broad and responsive curriculum offer aligned to local needs as well as to regional and national priorities. The College offers over 350 courses, has more than 6000 learners over the age of 14 and is one of the largest employers in the area. The college works closely with local businesses to help meet their skills shortages in this area.

### **1. Introduction and Legislation**

The purpose of gender pay reporting is to show the difference between the average earnings of men and women.

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 the College has a legal duty to report on gender pay.

Schedule 2 of the aforementioned regulations detail that “the governing body” of an institution in England within the further education sector (within the meaning of section 91(3) of the Further and Higher Education Act 1992 c) are legally required to publish such information.

Under the regulations there are six calculations that the College are required to report on. These are:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average

- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay

The College has a supportive culture with positive values for equality and inclusion for all. We ensure that gender equality is a central strand of our Equality, Diversity and Inclusion Strategy.

## 2. What is a gender pay gap (GPG)?

Gender pay gap differs from equal pay. Whilst equal pay deals with the differences between men and women who carry out the same jobs, similar jobs or work of equal value, gender pay gap shows the differences in the average pay between men and women in an organisation.

The Office of National Statistics produces an annual report called the Annual Survey of Hours and Earnings (ASHE), which is based on a 1% sample of jobs taken from the HMRC PAYE records. The ASHE report shows the following average hourly rates for the Education Sector which are shown below:

### ASHE – Education Sector GPG Figures 2019

Mean Hourly Rate: Male £20.61 Female £17.10 Gap 17.03%

Median Hourly Rate: Male £18.79 Female £14.02 Gap 25.39%

The gender pay gap figures from this survey are shown below compared to the Boston College headline figures:

Year	Mean GPG		Median GPG	
	Education*	Boston College	Education*	Boston College
2019	17.0%	3.88%	25.4%	21.37%
2018	17.3%	3.97%	25.9%	18.6%
2017	18.2%	5.9%	26.5%	16.6%

(\*Source: Office of National Statistics website: ASHE Industry by Occupation 2019).

## 3. Scope of Report

The data for this exercise has been taken from March's payroll which includes the snapshot date of 31 March 2019 at which point we had 457 reportable employees on the payroll. The breakdown of the employees showed 301 employees were female (66%) and 156 were male (34%).

The data includes all employees who are paid on a substantive or fixed term basis whether having set contracted hours or variable hour's contracts.

The data includes basic pay and overtime but does not include redundancy payments or Benefits in Kind.

#### **4. Boston College Results**

The data used has been taken directly from a report produced by the College's HR/Payroll database and covers the snapshot period of 31 March 2019, these are the figures that are posted on the Government GPG reporting website.

##### **4.1. The mean gender pay gap**

The mean hourly rate of pay for male employees was **£11.89**, the mean hourly rate of pay for female employees was **£11.43**.

The mean gender pay gap therefore equates to **3.88%**.

##### **4.2. The median gender pay gap**

The median hourly rate for male employees was **£11.93**, the median hourly rate of pay for female employees was **£9.38**.

The median gender pay gap therefore equates to **21.37%**.

##### **4.3. The mean bonus gender pay gap**

The College does not make bonus payments.

##### **4.4. The median bonus gender pay gap**

The College does not make bonus payments.

##### **4.5. The proportion of males and females receiving a bonus payment**

The College does not make bonus payments.

#### 4.6. The proportion of males and females in each quartile band (Number)

<b>Lower Quartile –</b>	Male 22% (25) Female 78% (89)
<b>Lower Middle Quartile -</b>	Male 35% (40) Female 65% (74)
<b>Upper Middle Quartile -</b>	Male 39% (45) Female 61% (70)
<b>Upper Quartile -</b>	Male 40% (46) Female 60% (68)

### 5. Observations

There has been an overall increase of ten staff from last year and proportion of female staff has decreased slightly from 67% to 66%. In the lower quartile the figures have remained consistent at 78% female. The majority of roles in this quartile are part time learning support or ancillary posts.

Between 1 April 2018 and 31 March 2019, we advertised 27 various learning support and ancillary positions, some for multiple recruitment, the breakdown of enquirers was 157 Females (83.5%) and 31 males (16.5%). Appointments to these positions were 38 females (86.3%) and 6 males (13.7%) which is similar to the proportions for applications for these posts.

With an increase in numbers of female staff employed in roles paid within the lower quartile, this has increased the male median upwards. The percentage figures highlight an increase in males employed in the upper middle quartile from 36% to 39%. The male median point is in the upper middle quartile while the female median point is in the lower middle quartile, causing a wider female median GPG.

Our Senior Leadership consists of 6 females and 3 males which represents a proportion of 67/33% which is very close to the staffing percentages. The breakdown of the 29 staff in the College who are on Management Grades (including SLT members) is 20 female and 9 male, again reflecting the overall staffing figures. The mean hourly pay gap in 2017 was 56 pence, in 2018 it was 45 pence and the mean hourly pay gap has risen slightly in 2019 to 46 pence although as a percentage this continues to show a reduction from (2017) 5.97% to (2018) 3.97% and now in 2019 to 3.88%.

The median hourly pay gap in 2017 was £1.72, it increased in 2018 to £2.14 and has increased again in 2019 to £2.55. These figures represent a percentage increase from 16.61% (2017) to 18.63% (2018) and to 21.37% in 2019.

The median figure is greatly influenced by the proportion in the lower quartile, this has the greatest disparity between overall College staff average and quartile figures with a 2019 lower quartile breakdown of Male 22%:78% Female. The high

proportion of females in the lower quartile draws the female median figure downwards and increases the male median figure emphasising the median pay gap.

## **6. Conclusion**

The College has fixed and transparent pay scales where men and women are paid equally for doing the same or equivalent job and gender forms no part of any decision regarding remuneration.

The College Recruitment Policy has always been to select the right person for the right role regardless of any protected characteristics. As a College we have provided training in recruitment procedures, Equality, Diversity and Inclusion and Unconscious Bias to ensure that gender equality is central to all our selection decisions.

The College offers flexible working arrangements to all staff, including maternity, paternity, adoption and shared parental leave policies, however, more applications are received from females than males under these policies. This is despite the college paying staff Shared Parental Leave and Pay, beyond the statutory minimum and at the same level as enhanced maternity pay.

Boston College results show a mean gender pay gap of 3.88% and a median gender pay gap of 21.37%. The Office of National Statistics have reported that the mean GPG in the Education Sector was 17.0% and the median gender pay gap in the Education sector was 25.0% in 2019. The college's GPG figures therefore compare favourably with those across the education sector.

The College gender ratio of Male 33%/Female 67% shows a fairly close correlation with the ratios demonstrated in each quartile with the greatest disparity being in the Lower Quartile. This represents a large number of part-time ancillary roles for which the College receives a greater number of applications from females as detailed in the observation section.

The increasing demands of SEND pressures has led to a substantial increase in the number of Learning Support Assistants in the past two years. The College receives a small number of male applicants to these posts and this considered with an increase in the number of females in these lower quartiles, has in effect held down the female median salary and amplifying the median GPG.

The College continues to employ in-house staff for ancillary services while many organisations have 'out-sourced' or 'privatised' these positions. The vast majority of these roles are lower paid, part time and filled by females, accounting for the higher proportion of females in the lower quartile.

Our staff all receive the same terms and conditions including pensions, annual leave and sickness benefits which offer staff an overall package. We have policies in place and will continue to monitor the impact of our gender pay gap in relation to these policies.