



## **Gender Pay Reporting to 31/03/2020**

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 received funding from the Institute of Technology to develop our infrastructure further and this has been invested in a Logistics and Distribution Centre completed in December 2020.

The College mainly serves the borough of Boston and the districts of South Holland and East Lindsey, though its geographical reach is wider than this. These districts have high levels of deprivation and rural poverty. The College is the third most rural college in the country and the town of Boston is ranked as the most deprived local authority in England. 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 with over 450 staff. The college works closely with local businesses to help meet their skills shortages in this area.

The College provides a broad and responsive curriculum offer aligned to local needs as well as regional and national priorities. The college offers outstanding opportunities for educational and social inclusion, serving a predominantly rural community and providing outreach services both through direct provision in main centres of population outside Boston and collaboration with partner organisations within the wider community.

### **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 showing the gender pay gap figures from this survey are shown below compared to the Boston College headline figures

### ASHE – Education Sector GPG Figures v Boston College

Year	Mean GPG		Median GPG	
	Education*	Boston College	Education*	Boston College
2020	17.7%	1%	24.6%	10.33%
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 2020).

## 3. Scope of Report

The data for this exercise has been taken from March's payroll which includes the snapshot date of 31 March 2020 at which point we had 450 reportable employees on the payroll. The breakdown of the employees showed 299 employees were female (66.4%) and 151 were male (33.6%)

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 2020, 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 **£12.21**, the mean hourly rate of pay for female employees was **£12.09**.

The mean gender pay gap therefore equates to **1.0%**

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

The median hourly rate for male employees was **£12.16**, the median hourly rate of pay for female employees was **£10.84**.

The median gender pay gap therefore equates to **10.83%**.

##### **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)**

**Lower Quartile –** Male 30% (34) Female 70% (78)

**Lower Middle Quartile -** Male 27% (31) Female 73% (82)

**Upper Middle Quartile -** Male 38% (43) Female 62% (70)

**Upper Quartile -** Male 39% (44) Female 61% (68)

#### **5. Observations**

There has been an overall decrease of six staff from last year and proportion of male and female staff is almost unchanged at female 66.4% / male 33.6%.

In the lower quartile the figures for females have reduced from 78% to 70%, this is showing the impact of the NLW on lower paid salary scales. The majority of roles in this quartile remain part time learning support or ancillary posts, these are traditionally filled by females and we receive more female applicants for these positions.

The overall effect of the higher proportion of female staff in the lower quartile is to push the male median upwards, this results in a larger GPG in median reporting than mean reporting.

Our Senior Leadership Team at 31 March 2020 consisted of 6 females and 4 males, in the top 5 senior positions 4 were female and 1 male which represents a proportion close to the staffing percentages. The breakdown of the 28 staff in the College who are on Management Grades (including SLT members) is 20 female and 8 male, again reflecting the overall staffing figures.

The mean hourly pay gap in 2017 was 56 pence, in 2018 it was 45 pence. In 2019 46 pence and the mean hourly pay gap has shrunk considerably in 2020 to 12 pence. As a percentage this continues to show a reduction from (2017) 5.97%, (2018) 3.97%, 2019 3.88% to 2020 down to 1%.

The median hourly pay gap in 2017 was £1.72, it increased in 2018 to £2.14 and increased again in 2019 to £2.55, we are delighted to see a reduction in 2020 to £1.32. The historical figures represent a percentage increase from 16.61% (2017) to 18.63% (2018) to 21.37% in 2019, the reduction in 2020 to 10.83% is very welcome.

The median figure is greatly influenced by the proportion in the lower quartiles, despite our improvement this year we still have work to do as these still show the greatest disparity between overall College staff average. The two lower quartiles represent Male 29%: 71% Female, which is an improvement from the 2019 position for the two lower quartiles of Male 28%:72% 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. We have provided substantial 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 under these policies are received from females than males. 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 1% and a median gender pay gap of 10.83%. The Office of National Statistics have reported that the mean GPG in the Education Sector was 17.7% and the median gender pay gap in the Education sector was 24.6% in 2020. The college's GPG figures therefore compare favourably with those across the education sector.

The College gender ratio of Male 34%/Female 66% reflects a fairly close correlation with the ratios in each quartile with the greatest disparity being in Lower Middle Quartile, this represents a change from last year when the highest proportion of females was in the Lowest Quartile.

We continue to see increased numbers of SEND learners, the pressure of this has led to a substantial increase in the number of Learning Support Assistants in the past two years, the salary for these positions places all these new staff in either the first or second quartile. We struggle to recruit males to these posts and the increase in the number of females in these lower quartiles has the effect of holding 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, this contributes towards the higher proportion of females in the lower quartile.

Also worthy of note is that the College makes substantial contributions to the TPS and LGPS on behalf of staff, many organisations have ceased entering new staff into these schemes, offering a slightly enhanced pay but utilising NEST pension schemes with a much lower contribution and therefore reduced overall benefit to staff.

We are not comparing like for like if an organisation does not retain these staff in-house or provide equivalent benefits. While it may appear our staff have a lower salary rate they receive better terms and conditions, including pensions, annual leave and sickness benefits, which offer staff an overall package which is much better than some comparable employers.

The College carries out Equality Impact Assessment on actions and policies, this ensures that we have policies and procedures in place that are fair to all and we will continue to monitor the impact of these policies in terms of our gender pay gap.