



Gender Pay Reporting to 31/03/2021

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 housing performing arts a short distance away and the sports 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 redevelopment of some existing areas and a new 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 among the most deprived local authorities 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, and in 2020/21 had more than 4600 learners, this was a reduction on previous years because of the impact of the Coronavirus pandemic, 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.

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, Distance Learning opportunities 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.

The covering details from the ASHE state that report includes the impact of ‘approximately 8.8 million employees furloughed under the Coronavirus Job Retention Scheme (CJRS)’ and that pay has ‘been impacted because of the coronavirus (COVID-19) pandemic.’

ASHE – Education Sector GPG Figures v Boston College

Year	<u>Mean GPG</u>			<u>Median GPG</u>		
	Teaching*	Business & Public Serv	Boston College	Teaching*	Business & Public Serv	Boston College
2021	10.9%	18.9%	-5.63%	5.4%	15.5%	8.51%
	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%

(*Source: Office of National Statistics website: ASHE Industry by Occupation. Note: 2021 ASHE separates by profession not by sector as previously).

3. Scope of Report

The data for this exercise has been taken from March 2021 payroll and includes the snapshot date of 31 March 2021 at which point we had 440 reportable employees on the payroll. The breakdown of the employees showed 285 employees were female (64.77%) and 155 were male (35.23%)

The data includes all employees 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 2021, 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 **£11.90**, the mean hourly rate of pay for female employees was **£12.57**.

The mean gender pay gap therefore equates to **-5.63%**

4.2. The median gender pay gap

The median hourly rate for male employees was **£12.45**, the median hourly rate of pay for female employees was **£11.39**.

The median gender pay gap therefore equates to **8.51%**.

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 35% (39) Female 65% (71)
Lower Middle Quartile -	Male 29% (32) Female 71% (78)
Upper Middle Quartile -	Male 36% (40) Female 64% (70)
Upper Quartile -	Male 40% (44) Female 60% (66)

5. Observations and quartiles

There is a total of 440 reportable staff on 31st March 2021, with a slight increase in the proportion of male staff to 35% (from 33.6%) and decrease in female staff to 65% (from 66.4%).

In the two lower quartiles there are 71 males and 149 females. The high proportion of females in the lower quartiles draws the female median figure downwards and increases the male median figure emphasising the median pay gap.

The majority of roles in the lower quartile remain part time posts, often learning support or ancillary posts, and as a College 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.

The College gender ratio of Male 35%/Female 65% reflects a close correlation with the ratios in quartile 1 and 3 with the greatest disparities being in lower middle quartile 2 with over 70% females, and the upper quartile with 40% male. These proportions have a major impact on the median GPG.

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 mean hourly pay gap has shown noticeable reduction from the start of Gender Pay Gap reporting, from 56p in 2017, to 45p in 2018, a slight increase to 46p in 2019 falling to 12p in 2020. Our 2021 report shows female mean pay is higher than male by 67 pence. As a percentage this reduction from (2017) 5.97%, (2018) 3.97%, 2019 3.88% to 2020 down to 1% and as the female mean earnings figure is higher than the male, we are now reporting a figure of -5.63%.

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. In 2020 we were delighted to see this figure reduce to £1.32 and the reduction continued in 2021 to a figure of £1.06. The historical figures represent a percentage increase from 16.6% (2017) to 18.63% (2018) to 21.3% (2019), this has now reduced for 2 consecutive years to 10.8% (2020) and to a single figure difference of 8.5% in 2021.

Our Senior Leadership Team (including the Executive Team and Assistant Principals) at 31 March 2021 consisted of 5 females and 3 males which represents a proportion close to the staffing percentages. The breakdown of the 29 staff in the College who are on Management Grades (including SLT members) is 21 female and 8 male, which is a higher proportion of females than in the College-wide staffing figures.

6.0 Narrative and Actions

The College has robust recruitment and selection process in place and structured interviews that are integral to this. Candidates are expected to undertake relevant skill- based assessments in tasks. Recruiting managers undertake relevant training and interview panels are monitored by the team to ensure members are diverse.

In our recruitment campaigns, salary ranges are advertised, and gender does not form part of the 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, this may have contributed to the high percentage of female managers and leaders filling senior posts.

Flexible working arrangements are available to all staff, including maternity, paternity, adoption and shared parental leave policies. However, more applications under these policies are received from females than males, although there is an uptake from males for shared parental leave. The college pays staff Shared Parental Leave and Pay, beyond the statutory minimum and at the same level as enhanced maternity pay. Further work could be done on the promotion of this and identifying any barriers to accessing flexible working arrangements.

Boston College results show a mean gender pay gap of -5.63% and a median gender pay gap of 8.51%, the impact of NLW on lower earners has substantial impact on this. In the 2021 ASHE released by the Office of National Statistics the groupings are listed by professions not sectors, selecting relevant employment headings the college's GPG figures compare favourably with roles across the education sector.

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 our workforce characteristics highlight these roles are often filled by females. Part time roles are attractive to support family and caring commitments and this contributes towards the higher proportion of females in the two lower quartiles.

The College has continued to make substantial contributions to TPS and LGPS on behalf of staff unlike some organisations that have ceased entering new staff into these schemes, opting for NEST pensions with lower contribution rates. This remains an overall benefit to staff.

During the summer of 2021, the College launched a Leadership and Management Programme, and this was open to all aspiring managers and college managers to provide training for management skills and develop self-confidence.

The College continues to monitor the impact of policies and procedures in terms of our gender pay gap.