

Gender Pay Reporting to 31/03/2022

Boston College is a medium sized independent general further and higher education college with a number of sites including the main campus in Boston, a campus in Spalding and two specialist buildings, including one sport (Peter Paine Performance Centre) and one music (Sam Newson Music Centre).

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.

The College is one of the largest employers in the area and serves a community that experiences high levels of rural poverty. The college works closely with local businesses to help meet their skills shortages in this area.

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. The report is based on a snapshot date of 31 March 2022.

2.2. Data

The data has been taken from March 2022 payroll and includes the snapshot date of 31 March 2022 at which point the college had 472 reportable employees on the payroll. The breakdown of the employees showed 301 employees were female (63.77%) and 171 were male (36.23%)

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.

3. Boston College Results

3.1. The mean gender pay gap

The mean hourly rate of pay for male employees was **£13.09**, the mean hourly rate of pay for female employees was **£13.67**.

The mean gender pay gap therefore equates to **-4.42%**

3.2. The median gender pay gap

The median hourly rate for male employees was **£12.54**, the median hourly rate of pay for female employees was **£11.39**.

The median gender pay gap therefore equates to **9.14%**.

3.3 The mean bonus gender pay gap

The College does not make bonus payments.

3.4 The median bonus gender pay gap

The College does not make bonus payments.

3.5 The proportion of males and females receiving a bonus payment

The College does not make bonus payments.

3.6 The proportion of males and females in each quartile band (Number) are tabled below:

Lower Quartile	Male 35% (41)	Female 65% (77)
Lower Middle Quartile	Male 31% (36)	Female 69% (82)
Upper Middle Quartile	Male 37% (44)	Female 63% (74)
Upper Quartile	Male 42% (50)	Female 58% (68)

4. Observations and quartiles

There is a total of 472 reportable staff on 31st March 2022, the proportion of male staff to female staff has stayed the same at 35% male, 65% female reported in March 2021.

In the two lower quartiles there are 77 males and 159 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 around 69% females, and the upper quartile with 42% 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 a very slight 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 a slight reduction from the figures reported last year and the below table shows the percentage difference over the last 3 years.

Year	Amount difference	Percentage difference
2020	12p	1%
2021	67p	-5.63%

2022	58p	-4.42%
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The median hourly pay difference has slightly increased by 0.64% between the reporting periods from 2021 and 2022.

Year	Amount difference	Percentage difference
2020	£1.32	10.8%
2021	£1.06	8.5%
2022	£1.15	9.14%

Our Senior Leadership Team (including the Executive Team and Assistant Principals) at 31 March 2022 consisted of 5 females and 2 males. The breakdown of the 29 staff in the College who are on Management Grades (including SLT members) is 21 female and 8 males.

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.

Flexible working arrangements are available to all staff, including maternity, paternity, adoption and shared parental leave policies. The college pays staff Shared Parental Leave and Pay, beyond the statutory minimum and at the same level as enhanced maternity pay. We have also introduced an Agile and Hybrid Working policy in January 2022 and further work could be done regarding promotion of this and identifying any barriers to accessing flexible working arrangements.

Boston College results show a mean gender pay gap of -4.42% and a median gender pay gap of 9.14%, the impact of NLW on lower earners has substantial impact on this.

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.

Following the successful first cohort of the Leadership and Management Programme in 2021, this opportunity was provided again for all aspiring managers and college managers and has provided 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.