

Gender Pay Reporting to 31 March 2023

Introduction

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 20 miles south and two specialist buildings, one for sport (Peter Paine Performance Centre) and one for performing arts and music (Sam Newsom Music Centre) in the heart of the town. Our Horncastle campus opened in October 2022 and offers a range of courses linked to employers and opportunities within the area to provide the best potential progression routes to learners. 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. The College offers general and specific learning opportunities in most sector subject areas.

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 2023.

2.2. Data

The data has been taken from March 2023 payroll and includes the snapshot date of 31 March 2023 at which point the college had 446 reportable employees on the payroll. The breakdown of the employees showed 286 employees were female (64%) and 160 were male (36%)

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 **£14.79**, the mean hourly rate of pay for female employees was **£16.23**.

The mean gender pay gap therefore equates to **-9.7%**.

3.2. The median gender pay gap

The median hourly rate for male employees was **£12.79**, the median hourly rate of pay for female employees was **£12.12**.

The median gender pay gap therefore equates to **5.21%**.

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 39%	Female 61%
Lower Middle Quartile	Male 28%	Female 72%
Upper Middle Quartile	Male 37%	Female 63%
Upper Quartile	Male 39%	Female 61%

4. Observations and Actions

There is a total of 446 reportable staff on 31st March 2023, in quartile one the proportion of male staff to female staff has increased to 39% from 36% male and female reduced to 61% from 64% female reported in March 2022.

In the two lower quartiles there are a 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 median figure is greatly influenced by the proportion in the lower quartiles, and 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 an increase from the figures reported last year and the below table shows the percentage difference over the last 3 years. The impact of the National Living Wage has impacted on the increase of the negative difference as seen below:

Year	Amount difference	Percentage difference
2021	£0.67	-5.63%
2022	£0.58	-4.42%
2023	£1.44p	-9.7%

The median hourly pay difference has decreased by 3.93% between the reporting periods from 2022 and 2023.

Year	Amount difference	Percentage difference
2021	£1.06	8.5%
2022	£1.15	9.14%
2023	£0.67	5.21%

The College continues to monitor the impact of policies and procedures in terms of our gender pay reporting. Whilst the percentage of male staff has increased in the lower quartiles, applications from males for Cleaning and Learning Support Assistants will be encouraged.

Recruiting managers complete relevant training before recruiting staff and interview panels are monitored by the HR Team. Unconscious bias training will be delivered to College Managers.

Flexible working policies will be continued to be promoted and the college continues to pay staff shared parental leave and pay beyond the statutory minimum.