

Gender Pay Gap Report

Reporting Period: 1 April 2023– 31 March 2024

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. This report presents our gender pay gap data as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures provided are based on the snapshot date of 31 March 2024, and include all relevant employees as defined by the regulations.

Our Workforce

Our organisation comprises 429 employees, with a gender distribution of 64.6% women and 35.4% men. This demographic composition provides important context for understanding our gender pay metrics.

Gender Pay Gap Findings

The mean gender pay gap in our organisation is -17.07%, indicating that, on average, women's hourly pay is higher than men's. Our median gender pay gap is 4.41%, showing a small difference in favour of men when comparing middle-ranking salaries.

Mean hourly rates:

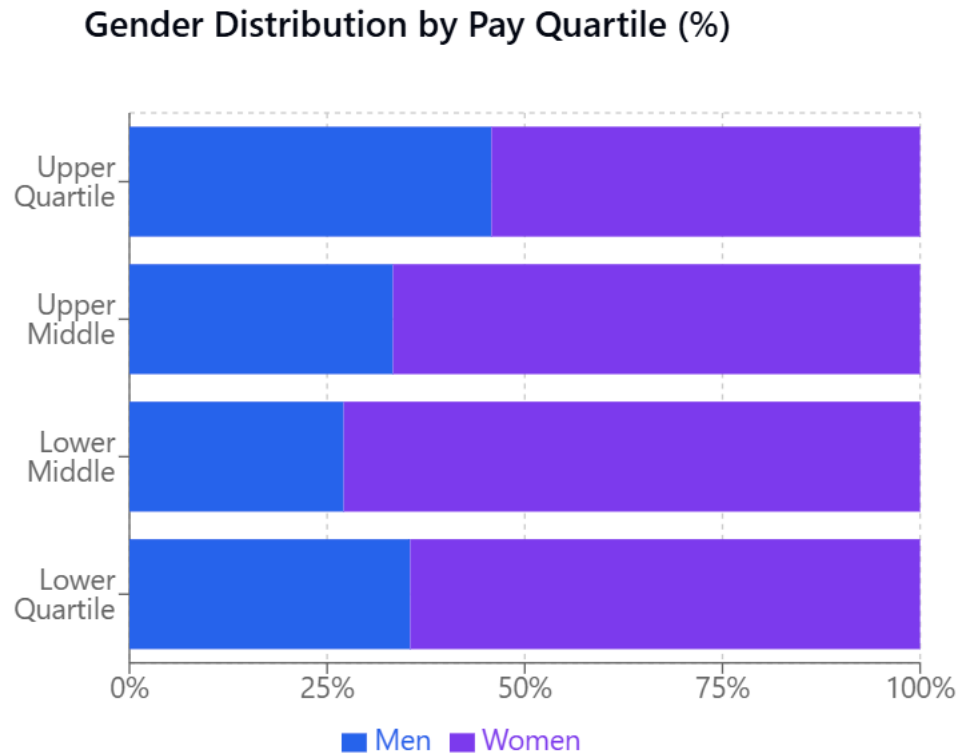
- Female employees: £18.24
- Male employees: £15.58

Median hourly rates:

- Female employees: £13.33
- Male employees: £13.95

Quartile Distribution

The proportion of men and women in each pay quartile provides insight into the distribution of gender across different pay levels. The following visualisation illustrates this distribution:



Distribution of male and female employees across pay quartiles

As shown in the chart above, women maintain strong representation across all quartiles, with particularly high representation in the middle quartiles and lower quartiles compared to the higher paying quartile. The specific distribution is as follows:

Upper Quartile:

- Women: 54.21%
- Men: 45.79%

Upper Middle Quartile:

- Women: 66.67%
- Men: 33.33%

Lower Middle Quartile:

- Women: 72.90%
- Men: 27.10%

Lower Quartile:

- Women: 64.49%
- Men: 35.51%

Bonus Pay

During this reporting period, no bonus payments were made to either male or female employees. Therefore:

- The mean bonus gap is 0%
- The median bonus gap is 0%
- The proportion of men and women receiving bonuses is 0%

Understanding Our Results

Our gender pay gap data shows some variation across different metrics. The negative mean pay gap (-17.07%) indicates that, on average, women in our organisation earn more than men. This can be attributed to the strong representation of women across all pay quartiles, particularly in middle management positions.

The slightly positive median pay gap (4.41%) suggests that the midpoint salary for men is marginally higher than for women. This difference between mean and median figures indicates that while we have good female representation at higher pay levels, there may

be some clustering of women in certain salary bands that affects the median calculation.

The quartile distribution visualisation clearly demonstrates strong female representation across all levels of the organisation, with women making up the majority in each quartile. This aligns with our overall workforce composition of 64.6% women.

Our Commitment

We remain committed to:

1. Maintaining fair and transparent recruitment and promotion processes
2. Ensuring equal access to development opportunities
3. Regular monitoring and analysis of pay data
4. Supporting flexible working arrangements for all employees

Declaration

I confirm that the information reported is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Claire Foster

Principal and Chief Executive Officer

11 March 2025