

Gender Pay Gap Report 2018 – 2019

BUILDING FUTURES C HANGING LIVES

We are committed to Equality and Diversity and to selection on merit. We welcome applications from all sections of society.



1 Introduction

Burnley College is committed to equality and diversity and equal opportunities for all. Employees are appointed on merit and are paid subject to their skills and experience and utilising the relevant pay point for their role type/specialism, initially determined by the local authority, pre incorporation (1993).

2 Mean and Median Pay

Mean Hourly Rate of Pay	
Male	£17.23
Female	£16.27
Mean Gender Pay Gap	5.59%
Median Hourly Rate of Pay	
Male	£17.52
Female	£15.85
Median Gender Pay Gap	9.53%

The College's mean gender pay gap has decreased by 2.11%; likely due in part to a change in the calculations of average hourly rates for part time hourly paid staff. Whilst the median pay gap has increased by 0.01%, the difference is not statistically significant.

Females continue to make up a higher percentage of the College's workforce. In the academic year 2018 – 2019, 56% of staff were female. The Office for National Statistics note there is a 'higher proportion of women working in occupations such as administration and caring, which tend to offer lower salaries'¹ and that women fill more part-time jobs². At the College, 143 female staff occupied these roles compared to 108 males. The decrease in the mean pay gap and very slight increase in the median pay gap represent an increase in male staff, as well as the higher female occupancy of lower paid roles.

3 Mean and Median Bonus Pay

Bonus Pay	
Number of Males paid a Bonus Payment	1 (out of 224 relevant staff)
Number of Females paid a Bonus Payment	0 (out of 280 relevant staff)
Mean Male Bonus Pay	£1000
Mean Female Bonus Pay	£0
Median Male Bonus Pay	£1000
Median Female Bonus Pay	£0
Proportion of relevant males paid a bonus	0.45%
Proportion of relevant females paid a bonus	0.0%

0.45% of males (one employee) received a bonus in the relevant pay period and no females received a bonus. This employee manages a relatively new commercial project for the College, piloting a bonus scheme based on income targets being met.

¹ Annual Survey of Hours and Earnings: 2017 provisional and 2016 revised results. Office for National Statistics

² Gender pay gap in the UK: 2019 www.ons.gov.uk

Unlike other staff, this employee is not eligible to receive the six ('efficiency') days leave per year, where the College closes for reasons of efficiency, but instead, may be eligible to receive a bonus payment in line with the monetary value of a determined amount of efficiency days, relevant to his daily rate.

4 Pay Quartiles

Pay Quartiles		
Lower	Male	Female
	37%	63%
Lower Middle	Male	Female
	48%	52%
Higher Middle	Male	Female
	50%	50%
Higher	Male	Female
	42%	58%

Females are in a majority in each quartile, though their highest majority is within the Lower Quartile. This is due to female staff occupying the majority of support roles.

5 Comparisons

Lancashire:

Lancashire County Council report a mean Gender Pay Gap of 13% and a median gap of 19.5%.³

Education:

According to the latest SIR return from colleges, there has been a small reduction in the median gender pay gap compared to last year, down from 9.7% to 9.3% in favour of male employees.⁴

The UK:

Improvements to the median gender pay gap between British men and women stalled in 2019, with official figures revealing that the difference widened slightly to 8.9% for full time employees⁵.

6 Conclusion

The College will continue its responsibility and commitment to gender equality and as such, determines the pay attributable to roles based on national and local pay scales, skills shortages and the funding available in education. Appointments are based on individual merit and pay is relevant to skills, specialisms, experience and qualifications. New and growth areas in which performance related pay is beneficial will be trialled and evaluated.

³ www.lancashire.gov.uk/media/909317/equality-information-including-gender-pay-gap-executive-sum.pdf

⁴ www.sirdatainsights.org.uk/news/view/26/2019-FE-and-Workforce-Data-report-published

⁵ www.theguardian.com/money/2019/oct/29/uk-gender-pay-gap-full-time-workers