



Gender Pay Gap Report 2019 – 2020

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.



I 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 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	£16.19
Female	£16.14
Mean Gender Pay Gap	0.32%
Median Hourly Rate of Pay	
Male	£16.57
Female	£16.57
Median Gender Pay Gap	0%

3 Mean and Median Bonus Pay

Bonus Pay	
Number of Males paid a Bonus Payment	1 (out of 246 relevant staff)
Number of Females paid a Bonus Payment	1 (out of 302 relevant staff)
Mean Male Bonus Pay	£500
Mean Female Bonus Pay	£3,000
Median Male Bonus Pay	£500
Median Female Bonus Pay	£3,000
Proportion of relevant males paid a bonus	0.41%
Proportion of relevant females paid a bonus	0.33%

0.41% of males (one employee) received a bonus and 0.33% females (one employee) received a bonus. The male manages two commercial projects and is not eligible to receive six ['efficiency'] days' leave for the days the College closes for efficiency. Instead, subject to hitting targets, he may be eligible for a bonus payment in line with the monetary value of a determined amount of efficiency days, relevant to his daily rate. The female employee's bonus was in recognition of her success during a temporary period in which she held a Directorship role.

4 Pay Quartiles

Pay Quartiles		
Lower	Male	Female
	42%	58%
Lower Middle	Male	Female
	51%	49%
Higher Middle	Male	Female
	50%	50%
Higher	Male	Female
	45%	55%

5 National & Local Picture

Lancashire:

Lancashire County Council report a mean Gender Pay Gap of 12.7% and a median gap of 16.6%.¹

Education:

The latest SIR data states that the gender pay gap across all staff and providers is 10.1%, up from 9.3% in SIR 26. They suggest that as this is an aggregate gap, it does not take into account the jobs and qualifications of individual members of staff. For example, the SIR 23 report in 2014-15 found that most of the difference in pay between genders – particularly for teaching staff – was related to differences in job roles held by men and women².

The UK:

The Office for National Statistics (ONS) reports that the gender pay gap fell to 7.4% among full-time employees and 15.5% among all employees in 2020³

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.

¹ <https://gender-pay-gap.service.gov.uk/Employer/uG1k4Qsp/2019>

² The Staff Individualised Record (SIR) Data Insights 2018-19 (27th year)

³ *Gender pay gap in the UK: 2020* ons.gov.uk