

Gender Pay Gap Report 2020 – 2021

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	£16.54
Female	£16.26
Mean Gender Pay Gap	1.69%
Median Hourly Rate of Pay	
Male	£16.02
Female	£16.73
Median Gender Pay Gap	-4.43%

3 Mean and Median Bonus Pay

Bonus Pay	
Number of Males paid a Bonus Payment	0 (out of 251 relevant staff)
Number of Females paid a Bonus Payment	1 (out of 312 relevant staff)
Mean Male Bonus Pay (£)	0
Mean Female Bonus Pay (£)	£1000
Median Male Bonus Pay (£)	0
Median Female Bonus Pay (£)	£1000
Proportion of relevant males paid a bonus (%)	0%
Proportion of relevant females paid a bonus (%)	0.32%

No males received a bonus and one female (0.32%) received a bonus. This female employee's bonus was in recognition of her taking on significant additional responsibilities in the long-term absence of the Divisional Head.

4 Pay Quartiles

Pay Quartiles		
Lower	Male	Female
	40%	60%
Lower Middle	Male	Female
	55%	45%
Higher Middle	Male	Female
	45%	55%
Higher	Male	Female
	42%	58%

5 National & Local Picture

Lancashire:

In 2020-21, Lancashire County Council reported that females' median hourly pay is 15.3% lower than men's and females' mean hourly pay is 12.4% lower than men's¹

In 2020-21, Lancashire Fire and Rescue reported that females' median hourly rate was 2% lower than males, but females' mean hourly rate was 9.9% higher than males'.²

Education:

A BBC analysis in October 2021³ found that one of the worst gender pay gaps on average was in education, at 26%, though the latest SIR data states that the gender pay gap across all educational staff and providers is 10.1%. 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 women⁴.

In 2021, the Department for Education (DfE) itself reported a 4% median and a 3.6 mean gender pay gap⁵

The UK:

The Office for National Statistics (ONS) reports that in 2021, the gender pay gap was 7.9% among full-time employees and 15.4% among all employees. They also report that the downward trend was continuing, despite the pandemic⁶

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 **Lancashire County Council 2020/21 Gender Pay Gap Report** www.gender-pay-gap.service.gov.uk/Employer/uGlk4Qsp/2020

² **Lancashire Fire and Rescue Service 2021/22 Gender Pay Gap Report** www.gender-pay-gap.service.gov.uk/Employer/Udjrrzsf/2021

³ **Pay gap between men and women fails to improve** www.bbc.co.uk/news/business-58786739

⁴ The Staff Individualised Record (SIR) Data Insights 2018-19 (27th year - latest data available)

⁵ **Department for Education 2021 Gender Pay Gap** www.assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1050072/DfE_Gender_Pay_Gap_2021.pdf

⁶ **Gender pay gap in the UK: 2021** <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2021#main-points>