

Gender Pay Gap Report 2021 – 2022

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	£17.25
Female	£16.20
Mean Gender Pay Gap	6.08%
Median Hourly Rate of Pay	
Male	£16.31
Female	£15.78
Median Gender Pay Gap	3.24%

3 Mean and Median Bonus Pay

Bonus Pay	
Number of Males paid a Bonus Payment	0 (out of 242 relevant staff)
Number of Females paid a Bonus Payment	1 (out of 325 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 (%)	0.30%

No males received a bonus, and one female (0.3) 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
	36%	64%
Lower Middle	Male	Female
	45%	55%
Higher Middle	Male	Female
	46%	54%
Higher	Male	Female
	47%	53%

5 Results:

The College's mean and median gender pay gap has increased, as has the recruitment of women into the lower paid quartiles. Of 134 new starters over that year, 58.2% were female and of these, 54.4% were into lower paid roles such as administration and catering. Also this year we have included part-time hourly-paid (PTHP) staff paid on the snapshot date, as we could be sure they were employed on the snapshot date, which can be harder to judge with PTHP staff given their irregular hours. More of these staff are male than female and the full-time equivalent (FTE) salary of someone on a PTHP teaching rate is between £50,139 and £52,563.

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.