

## **Gender Pay Reporting 2017**

Boston College is a small-to-medium sized General Further Education college offering provision in all sector subject areas. We have around 1,650 16-18 year old learners, 500 apprentices, 6000 adult enrolments, 150 HE learners and 50 international full-time learners. The College has four premises in Boston including the main campus with residential accommodation, a Higher Education and Sixth Form Centre on site, a Sports Centre, Performing Arts Centre, a site in Spalding, and we have recently secured a provisional skills capital allocation to build a new Engineering, Manufacturing and Technology Centre due for completion in 2019.

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 and collaboration with partner organisations within the wider community.

### **1. Introduction and Legislation**

The purpose of gender pay reporting is to show the difference between the average earnings of men and women.

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 the College has a legal duty to report on gender pay.

Schedule 2 of the aforementioned regulations detail that “the governing body” of an institution in England within the further education sector (within the meaning of section 91(3) of the Further and Higher Education Act 1992 c) are legally required to publish such information.

Under the regulations there are six calculations that the College are required to report on. These are:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay

The College has a supportive culture with positive values for equality and inclusion for all. We will ensure that gender equality is a central strand of our Equality, Diversity and Inclusion Strategy.

## 2. What is a gender pay gap?

Gender pay gap differs from equal pay. Whilst equal pay deals with the differences between men and women who carry out the same jobs, similar jobs or work of equal value, gender pay gap shows the differences in the average pay between men and women.

According to the Annual Survey of Hours and Earnings (ASHE) which is based on a 1% sample of jobs taken from the HMRC PAYE records, in 2015 the median gender pay gap within the Education sector was 25.3% and in 2016 stood at 26.7% (*Source: Office of National Statistics website*).

## 3. Scope of Report

The data for this exercise has been taken from March's payroll which includes the snapshot date of 31 March 2017 at which point we had 465 employees on the payroll. The breakdown of the employees showed 307 employees were female (66%) and 158 were male (34%)

The data includes all employees who are paid on a substantive or fixed term basis whether having set contracted hours or variable hour's contracts.

The data includes basic pay and overtime but does not include redundancy payments or Benefits in Kind.

## 4. Boston College Results

The data used for this exercise has been taken directly from a report produced by the College's HR/Payroll database and covers the snapshot period of 31 March 2017.

### 4.1. The mean gender pay gap

The mean hourly rate of pay for male employees was £9.51, the mean hourly rate of pay for female employees was £8.95.

The mean gender pay gap therefore equates to **5.97%**

### 4.2. The median gender pay gap

The median hourly rate for male employees was £10.35, the median hourly rate of pay for female employees was £8.63.

The median gender pay gap therefore equates to **16.61%**.

### 4.3 The mean bonus gender pay gap

The College does not make bonus payments.

### 4.4 The median bonus gender pay gap

The College does not make bonus payments.

**4.5 The proportion of males and females receiving a bonus payment**

The College does not make bonus payments.

**4.6 The proportion of males and females in each quartile band**

<b>Lower Quartile –</b>	Male 32.76%	Female 67.24%
<b>Lower Middle Quartile -</b>	Male 26.72%	Female 73.28%
<b>Upper Middle Quartile -</b>	Male 38.46%	Female 61.54%
<b>Upper Quartile -</b>	Male 37.93%	Female 62.07%

**5. Conclusion**

The College has fixed and transparent pay scales where men and women are paid equally for doing the same or equivalent job and gender forms no part of any decision regarding remuneration.

The College recruitment policy has always been to select the right person for the right role regardless of any protected characteristics. We have provided substantial training in recruitment procedures, Equality, Diversity and Inclusion and Unconscious Bias to ensure that gender equality is central to all our selection decisions.

The College offers flexible working arrangements to all staff, including maternity, paternity and shared parental leave policies, however it remains the fact that more requests are made by females than males.

Boston College results show a mean gender pay gap of 5.97% and a median gender pay gap of 16.61%. The Office of National Statistics have stated that the median gender pay gap in the Education sector was 26.7% in 2016. The college's median gender pay gap of 16.61% therefore compares favourably with those across the education sector. There is currently no national mean gender pay gap figure for comparison purposes.

The College gender ratio of Male 34%/Female 66% shows a fairly close correlation with the ratios demonstrated in each quartile with the greatest disparity being in Lower Middle Quartile, this represents a large number of part-time administrative roles for which we receive a greater number of applications from females.

The College ensures that we have policies and procedures in place that are fair to all and will continue to monitor the impact of these policies in terms of our gender pay gap.