



Gender Pay Reporting 2018

Boston College is a small-to-medium sized General Further Education college offering provision in all sector subject areas. We have around 1,633 16-18 year old learners, 655 apprentices, 1,606 adult enrolments, 181 HE learners, 52 international full-time learners and 13 international learners on short courses. 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 skills capital allocation to build a new Engineering, Manufacturing and Technology Centre which will be opening in Autumn 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 ensure that gender equality is a central strand of our Equality, Diversity and Inclusion Strategy.

2. What is a gender pay gap (GPG)?

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.

The Office of National Statistics produces an annual report called the Annual Survey of Hours and Earnings (ASHE), which is based on a 1% sample of jobs taken from the HMRC PAYE records, the gender pay gap figures from this survey are shown below compared to the Boston College (BC) headline figures:

Year	Mean GPG		Median GPG	
	Education*	Boston College	Education*	Boston College
2018	17.3%	3.9%	25.9%	18.6%
2017	18.2%	5.9%	26.5%	16.6%

(* 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 2018 at which point we had 447 reportable employees on the payroll. The breakdown of the employees showed 301 employees were female (67%) and 146 were male (33%)

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 2018.

4.1. The mean gender pay gap

The mean hourly rate of pay for male employees was **£11.39**, the mean hourly rate of pay for female employees was **£10.94**.

The mean gender pay gap therefore equates to **3.97%**

4.2. The median gender pay gap

The median hourly rate for male employees was **£11.51**, the median hourly rate of pay for female employees was **£9.37**.

The median gender pay gap therefore equates to **18.63%**.

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

Lower Quartile – Male 22% Female 78%

Lower Middle Quartile - Male 33% Female 67%

Upper Middle Quartile - Male 36% Female 64%

Upper Quartile - Male 39% Female 61%

5. Observations

The proportion of female staff has increased from 66% to 67%, this is most noticeable in the lower quartile where the figure has increased from 67% to 78%. The majority of roles that are in this quartile are part time ancillary staff which are traditionally filled by females.

Between 1st April 2017 and 31st March 2018 we advertised various ancillary positions, the breakdown of applicants was 92 Females (75.4%) and 30 males (24.6%). This correlates closely with the gender levels in the lower quartile band.

Our Senior Leadership consists of 6 females and 3 males which represents a proportion of 67/33% which aligns with the overall staffing proportion. The breakdown of the 27 staff in the College who are on Management Grades (including SLT members) is 18 female and 9 male, again matching the overall staffing figures.

The mean hourly pay gap in 2017 was 56 pence the mean hourly pay gap in 2018 was 45 pence, this is a reduction from (2017) 5.97% to (2018) 3.97%.

The median hourly pay gap in 2017 was £1.72 this has increased in 2018 to £2.14, a percentage increase from 16.61% to 18.63%. The median figure is greatly influenced by the proportion in the lower quartile, this has the greatest disparity between overall College

staff average and quartile figures with a 2018 lower quartile breakdown of Male 22% : 78% Female.

The high proportion of females in the lower quartile draws the female median figure downwards and increases the male median figure emphasising the median pay gap.

6. 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, more applications under these policies are received from females than males. This is despite the college paying staff Shared Parental Leave and Pay, beyond the statutory minimum and at the same level as enhanced maternity pay.

Boston College results show a mean gender pay gap of 3.97% and a median gender pay gap of 18.63%. The Office of National Statistics have stated that the mean GPG in the Education Sector was 17.3% and the median gender pay gap in the Education sector was 25.9% in 2018. The college's GPG figures therefore compare favourably with those across the education sector.

The College gender ratio of Male 33%/Female 67% shows a fairly close correlation with the ratios demonstrated in each quartile with the greatest disparity being in Lower Quartile, this represents a large number of part-time ancillary roles for which we receive a greater number of applications from females.

The College continues to employ in-house staff for ancillary services while many organisations have 'out-sourced' or 'privatised' these positions. The vast majority of these roles are lower paid, part time and filled by females, accounting for the higher proportion of females in the lower quartile. We are not comparing like for like if an organisation does not retain these in house and while they may be lower paid than other positions the terms and conditions including pensions, annual leave and sickness benefits offer staff an overall package which is much better than may otherwise be available.

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.