

## **Gender Pay Gap report for Askham Bryan College – Spring 2021** **report**

### **Context**

Since April 2017, all organisations that employ over 250 employees have been required to report annually on their Gender Pay Gap. The Gender Pay Gap (GPG) is defined as *'the differences in the average earnings of men and women over a standard time period'* regardless of their role or seniority.

As the College falls within the remit of a 'public sector organisation' our snapshot date for reporting this year is 31<sup>st</sup> March 2020. As a consequence, the contents of the report reflect the staffing levels and data at the time of that specific date, rather than the date the report is published.

The UK Government GPG regulations have key indicators that we are required to report on:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

### **Organisation background detail**

Askham Bryan College is a specialist college that delivers a range of land-based and general FE subjects to a broad range of learners. Our staffing structure is made up of a mixture of both academic and support staff across multiple locations and sites, to encompass the demands of the teaching, commercial enterprises of the college for practical delivery of education, and non-academic business support.

### **Mean Gender Pay Gap**

This is calculated using the following formula: -

$$\frac{\text{Male hourly rate} - \text{Female hourly rate}}{\text{Female hourly rate}} \times 100$$

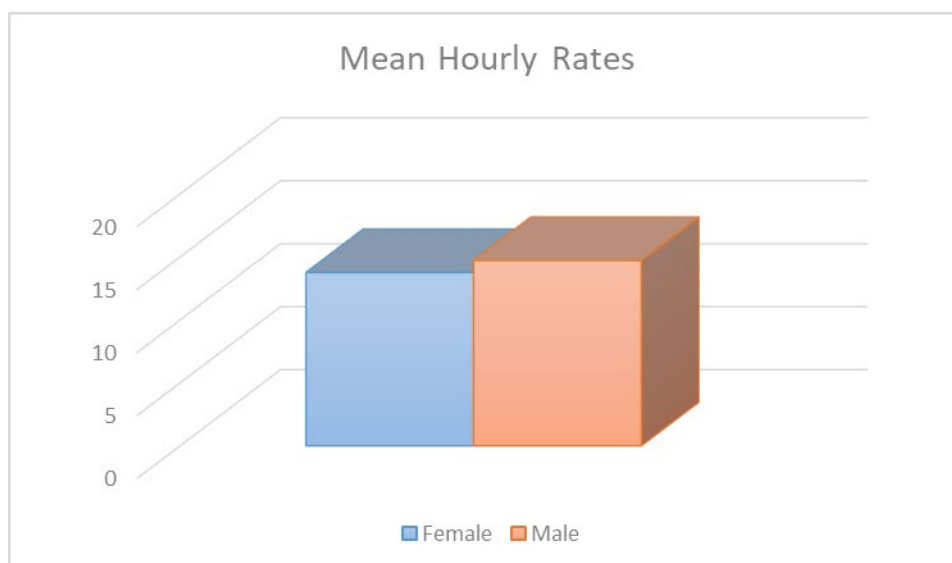
#### **Male hourly rate**

The hourly rates are derived from the mean figure (the difference between the average of men's and women's pay)

The mean hourly rate of pay across the organisation was: -

<b>Females</b>	£13.76
<b>Males</b>	£14.71

Both mean rates of pay are slightly higher than in March 2019, when they were £13.59 and £14.71 respectively.



As such, our **Mean GPG is 6.5%**. This compares with a figure of 7.9% in March 2019, a decrease of 1.4% in the College's gender pay gap by this measure.

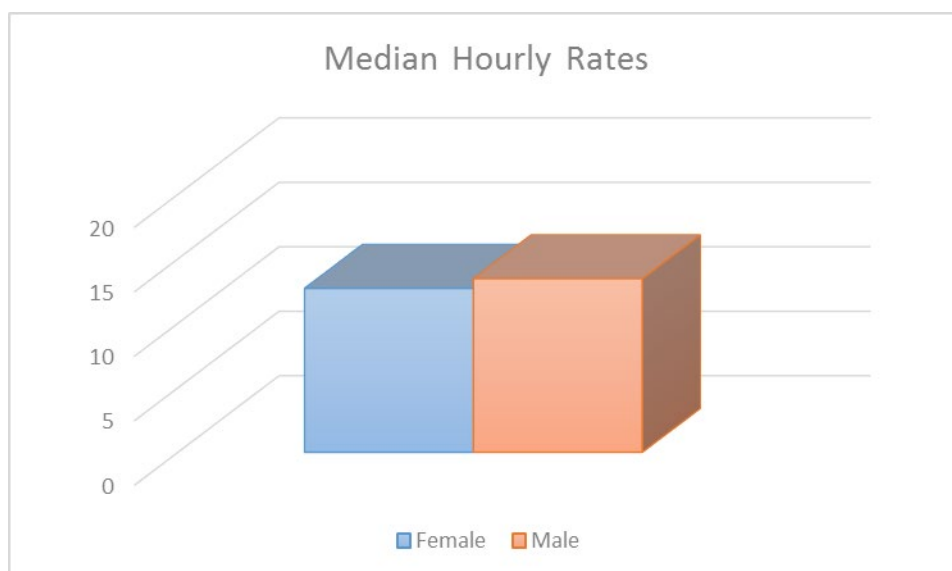
### **Median Gender Pay Gap**

This is calculated using the same formula as the mean; however, the raw figures differ as they are extracted from the median figure (the difference between the midpoints in the ranges of men's and women's pay).

The median hourly rate of pay across the organisation was:

<b>Females</b>	£12.71
<b>Males</b>	£13.46

Both median rates of pay are the same as they were in March 2019, due in the main to the spinal column values not changing year-on-year and with only small movements in the lowest and highest quartiles due, respectively, to changes in the National Living Wage providing consequential pay uplifts to the lowest paid in the College and some upward movement of higher earners in the top quartile. Both phenomena largely affected the hourly rates of female colleagues at either end of the pay spectrum.



As such, our **median** GPG remains **5.57%**.

Interestingly, if the cohort of term-time only learning support staff (almost exclusively female and as such the College's only occupationally-segregated group) were excluded from the figures the median GPG drops to zero. Similarly, if this cohort has their hourly rate lifted to £13.49 per hour the effect would be the same, namely that the median GPG would disappear.

### **Bonus Payments**

The College does not operate a system of bonus payments within its pay framework therefore there is no gender pay disparity to report in this regard.

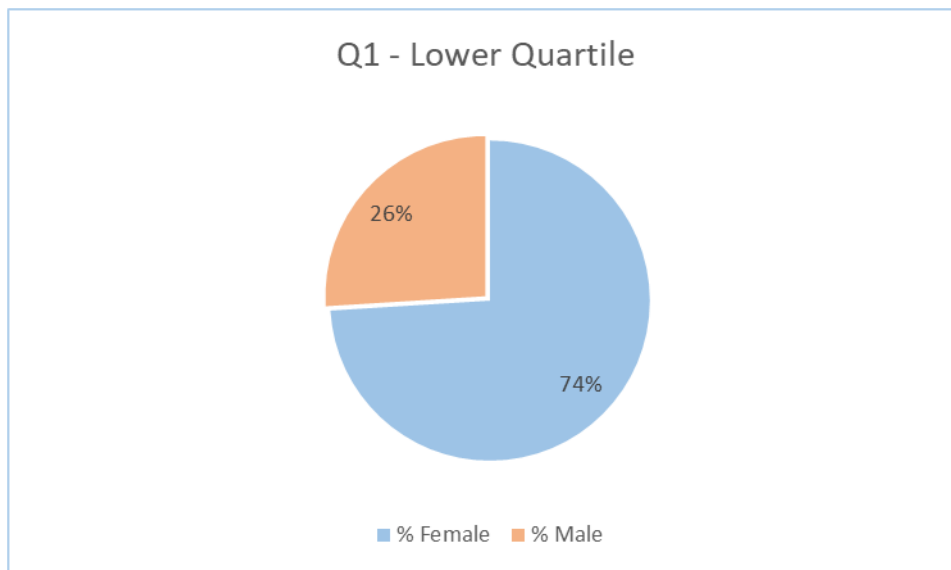
### **Pay Quartiles**

In calculating this data, we had to complete the following steps:

- Rank full-pay relevant employees from highest to lowest paid
- Divide this into 4 equal parts (called Quartiles) to include a lower quartile, a lower middle quartile, an upper middle quartile and an upper quartile.
- Work out the percentage of men and women in each of the 4 parts.

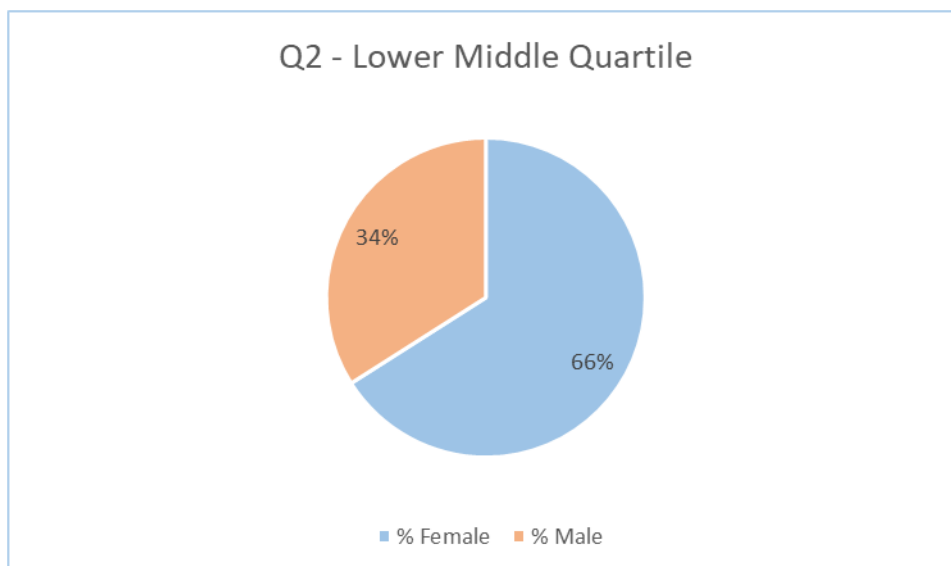
The data below gives an overview of actual numbers of each gender, as well as the figure as a percentage, of males and females within each quartile. The total number of individual payments made within the snapshot month totaled 638, which split into 4 quartiles of 159 (Q1), 160 (Q2), 160 (Q3) and 159 (Q4) employees.

1. Lower Quartile



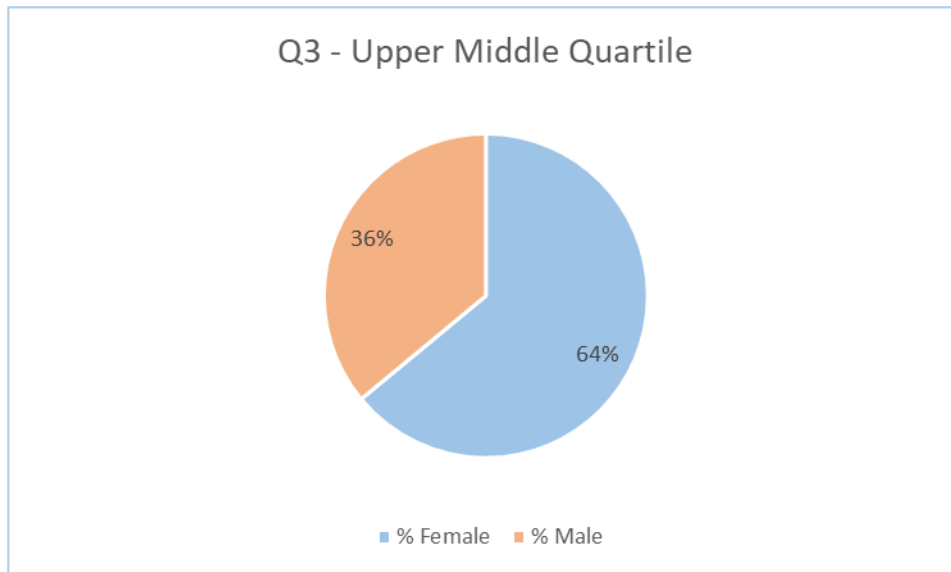
**Male – 41**  
**Female – 118**

2. Lower Middle Quartile



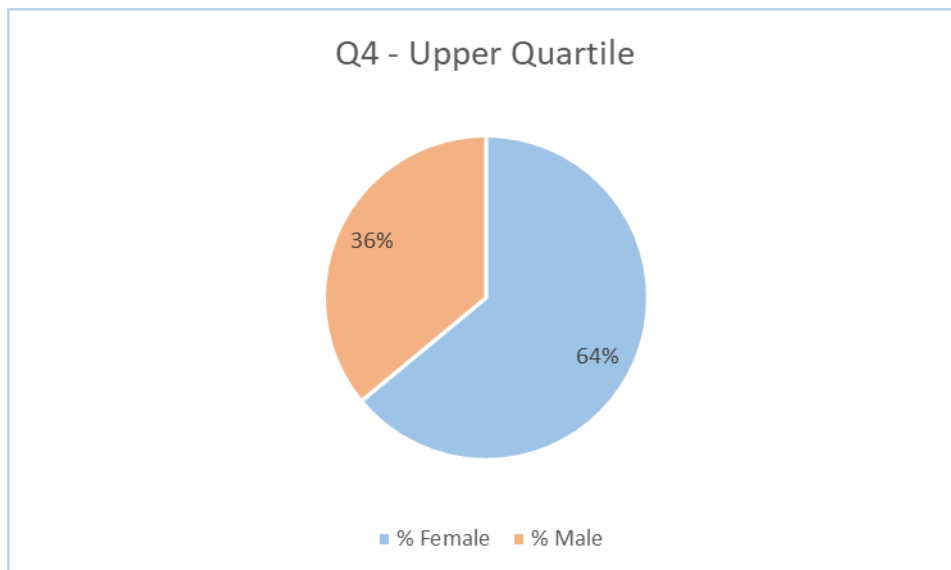
**Male – 55**  
**Female – 105**

3. Upper Middle Quartile



**Male – 57**  
**Female -103**

4. Upper Quartile



**Male – 58**  
**Female - 101**

The only statistically significant change in gender distribution by quartile since 2019 is in the upper quartile, where the proportion of women has risen from 60.4 % in March 2019 to 64% in March 2020. (a rise in the proportion of women of 3.6%.

Gender distributions in the three lower quartiles are broadly in line with 2018 and within < 2% in each instance.

## **Actions and future objectives**

Whilst we recognise that our GPG is lower than the national average (currently 15.5%\*) and what is believed to be the average for the further education sector (c. 9.3% in 2020, down from 9.7% in 2019)\*\*, we remain committed to the continued reduction in the GPG and in providing equality in all aspects of our organisation. As such, we have developed some key actions and objectives in helping to close the GPG and providing potential areas of work in this regard.

\*Source- Office for National Statistics

\*\* Source: - SIR Data Insights

### **Action already implemented:**

- All our staff are required to undertake Equality and Diversity training at induction as a mandatory requirement of employment
- The College has an extensive suite of family-friendly policies, including the right to request flexible working which has seen a substantial uptake. This has been augmented by a new policy on parental bereavement leave.
- We have previously reviewed a number of lower-level admin roles to ensure parity in pay, which will have made a positive impact in some of the lower quartile banding, which have the largest proportion of female staff.
- The drift impact of the continuing deletion of lower-level spine points due to annual increases in the National Living Wage (minimum wage) has had a disproportionately beneficial impact on the pay of lower-paid women
- The roll-out of our Management development programme, and utilisation of mentoring programme available to staff, helps to feed in to our development and talent management strategy, which in turn provides opportunities for women in the college to develop their career and progress in ways that may not have previously been available to them. The majority of delegates in the first two cohorts of the in-house Level 3 “LEAP” management development programme have been women.

### **Ongoing actions and Future Objectives:**

- We continue to build upon our Equality and Diversity training cross-college following the successful roll-out of new EDI online training modules (some of which are mandatory for staff and appointing managers) to help further embed equality and inclusion into our culture.
- A review of pay mechanisms and means of objectively measuring job size for the purposes of fair pay is a feature of the draft HR Delivery Plan 2021-2025 (a.k.a. HR Strategy), which is currently in draft form and undergoing internal consultation.
- We continue to review candidate attraction strategies to encourage applications from those in under-represented groups. Post COvid-19 candidate attraction trends in particular will be kept under review.

- We are continuing to review in-house development of staff and providing positive career progression through a new draft Organisational Resilience & Talent Management Policy currently undergoing internal consultation.. As part of this we are looking at identifying and nurturing talent development, which we hope will provide further opportunities for women in the College to grow and develop their careers.

### **Technical points to note**

- There is an element of flexibility required during the year for the fluctuations that occur with seasonal work that is delivered in areas such as our farms and our more commercial enterprises. This is also necessary to meet the demands of some of the schemes such as our Prince's Trust work. As a result, this has meant that at the time of the snapshot date around a quarter of our payroll was on part time variable and casual contracts, and this may have a minor impact on the results of the data.
- We have a small number of staff who deliver two or more roles within the college, and who receive different rates of pay for the individual roles because of their separate responsibilities. In this case, we have applied each role as a separate hourly rate and staff member in the calculations. Although this may increase the total headcount we are using in the calculations, we felt that this was the fairest way to enable us to show a true reflection of the actual salaries the staff were receiving, and would be in line with the guidance in calculating part-time employees.
- One of the challenges of meeting the College's teaching needs is attracting some of the specialist qualifications that are required in some of the subjects we deliver. This has meant that on very rare occasions, we have to pay staff a daily rate rather than an hourly one. For the purposes of the calculations of an hourly rate for this report, we have applied the same calculation as we would for a standard working day, week and year to those on a daily rate. The calculation used to aggregate the daily rate to an hourly one would be *daily rate / 7.4 hours* (which is our standard working day.) To aggregate this to an annual FTE this would be calculated as the *hourly rate x 37 hours per week x 52.143 weeks*.

Rory Howie (HR Director)

Tom Gibson (HR Officer)

*Report created: 16<sup>th</sup> February 2021*

Report approved by the Corporation on \_\_\_\_\_ 2021

Signed: \_\_\_\_\_