

Gender Pay Gap Report

Burton and South Derbyshire College

Snapshot Date: 31st March 2021

www.bsdc.ac.uk



Burton and South Derbyshire College has been at the heart of the local community since 1948, providing learners with the technical skills they need for a successful career, along with valuable transferable skills that are sought by employers in their chosen industry or profession.

The College employs over 400 staff in a variety of roles from those who deliver, assess and maintain the quality of our educational provision, to in-house business support operations such as Finance, MIS, Marketing, Business Development, IT and People and Performance. We also have an onsite nursery, facilities teams who maintain the estate, and learner-facing roles dedicated to supporting the progression, health and wellbeing of our learners.

We are committed to becoming a fully inclusive organisation; eliminating discrimination, promoting equality, and embracing diversity in all that we do. We celebrate the rich variety of people who make up the College community, from different cultures and different backgrounds.

Burton and South Derbyshire College is required by law to publish an annual gender pay gap report.

Gender Pay Gap 2021

Mean	Median
17.69%	29.97%

Gender Pay Gap vs. Equal Pay

The gender pay gap differs from equal pay. The gender pay gap shows the difference between the average (mean or median) earnings of men and women expressed as a percentage of men's earnings.

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of their gender.

Explaining the Gender Pay Gap

The College has established pay scales which denote pay bandings assigned objectively to each position within the organisation, and the determined remuneration is dependent on skills, experience and qualifications required to perform each role.

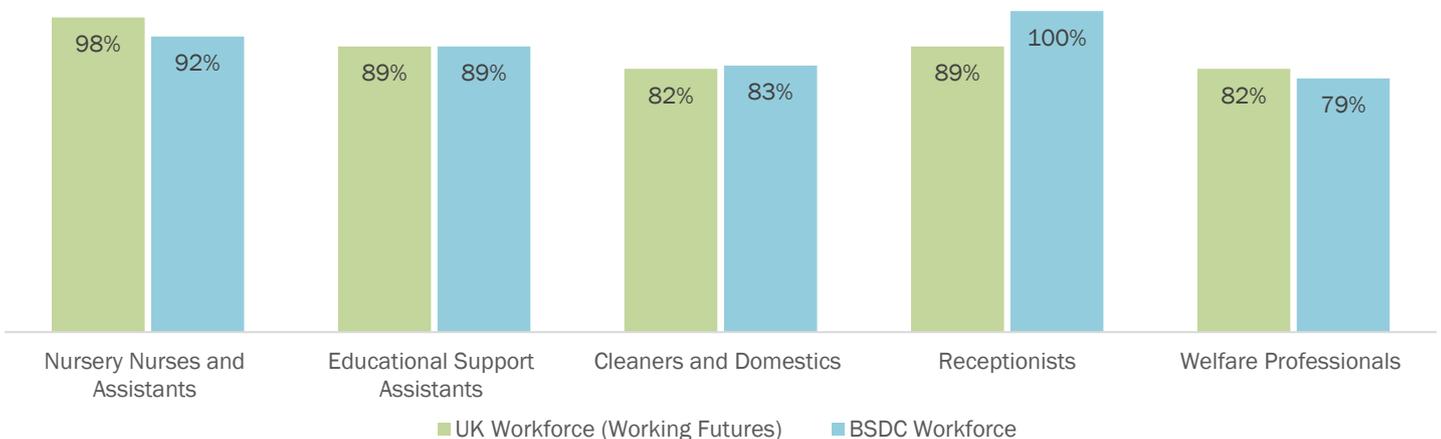
Burton and South Derbyshire College is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work; rather that the pay gap is a result of the roles in which men and women work in within the organisation and the salaries that these roles attract.

This trend is not limited to the College and is observed throughout the UK labour market. Despite equality and inclusion being a key agenda in the current zeitgeist there are still widely-held social biases about 'gendered roles'; careers which are stereotypically considered more appropriate for one gender over another.

Due to the nature of the work required to be done at the College, a substantial proportion of our business support roles are positions that are often gender stereotyped as 'female roles'. Many of these posts require comparatively fewer formal qualifications and experience than other roles within College and thus attract lower remuneration.

At BSDC, 89% of all positions that fall within the lower two pay quartiles of our Gender Pay Gap data are jobs that were observed to be occupied by significantly more females than males across the whole UK workforce in 2021 (Working Futures; cited by Career Smart). Further internal profiling observes that, of the positions in our lower two quartiles identified by Working Futures as 'female-dominant', 89% of these are indeed occupied by female postholders in College. This mirrors UK workforce data and goes part-way to explain the over-representation of females in the lower quartiles at BSDC.

Top five 'gendered roles': percentage of each role occupied by female post-holders; BSDC in comparison to the UK workforce

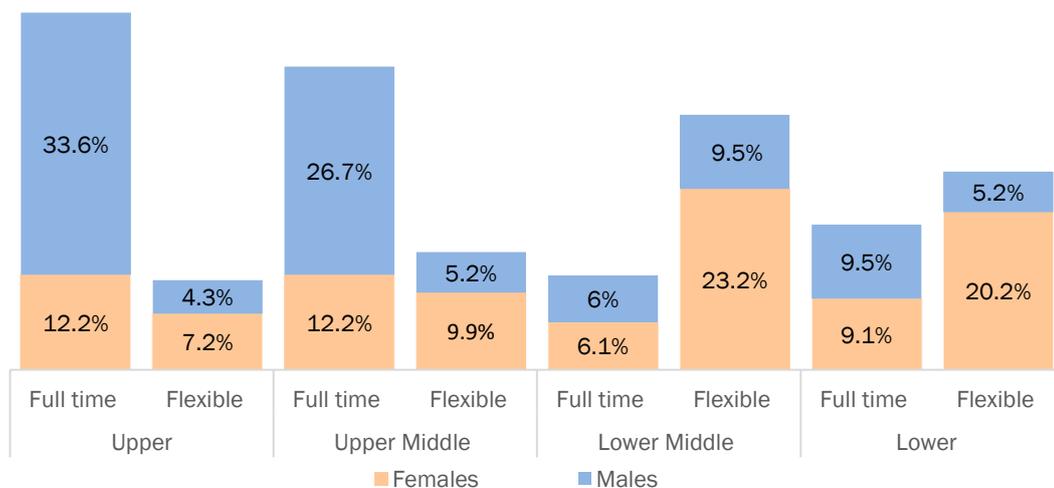


The types of jobs that women fulfil may be due societal biases and the cultural/historical responsibilities of women. The Office for National Statistics reported that mothers were still providing 74% of total childcare time in 2015, and that unequal sharing of care responsibilities contributes to a higher proportion of women taking part-time work, in generally lower paid roles.

The College's Gender Pay Gap data is also reflective of this national tendency for more females to choose to work in part-time roles, as 60% of the College's female population work in flexible (part-time or term-time) roles, whereas only 24% of the College's male population work flexibly.

The quartile analysis displays that the proportion of males and females in full time roles in the lower two pay quartiles is somewhat equal, and indeed there are flexible roles in the upper quartiles which are occupied by both males and females. However, 70% of all flexible roles at BSDC fall within the lower two pay quartiles, and are occupied by significantly more females than males.

BSDC quartile analysis: percentage of each gender who work full time or flexibly, split by quartile



There is no requirement for organisations to include contractors and outsourced workers within their Gender Pay Gap data. Positions that are often outsourced in the Education sector are typically those such as catering and cleaning, where postholders are predominantly female. This type of outsourcing can positively skew gender pay data when only considering those who are in-scope, and can potentially conceal the true extent of a gender pay gap. Removal of these posts from our analysis reduces the Colleges Mean GPG by 1% and the Median by 2.2%. Clearly this reduction would increase the more services that are outsourced. Our current business model means that we can be confident that our data bears a true reflection of all the roles fulfilled by the people who work at the College and enjoy the benefits of being employees, but our Gender Pay Gap may seem wider in comparison to similar institutions who outsource.

The College population is 69% female and 31% male which is reflective of the female-dominant composition of the FE workforce in England (61% female and 39% male) (SIR FE Workforce Data Report 2020).

Addressing the Gender Pay Gap

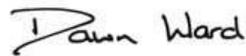
We are committed to reducing the gender pay gap and we are confident that this will be achieved by sustained execution of the below actions:

- The College will continue to maintain professional standards and ensure that its recruitment and selection procedures are effective, efficient, fair, and consistent with the College's Equality and Diversity policy.
- All relevant College managers have completed unconscious bias training to increase awareness of implicit biases and ultimately eliminate potential discriminatory behaviours.
- We have invested in an internal management development programme to support managers across the organisation to hone and improve their leadership skills.
- We will continue to promote 'Family Friendly' policies which encourage both male and female employees at all levels to discuss flexible working arrangements which will not inhibit career progression.
- Equality and Diversity training to Level 2 will continue to be a mandatory part of new staff induction, and attitudes towards Equality and Diversity will continue to be assessed during recruitment and selection processes.
- Our Equality, Diversity and Inclusion panel will continue to meet regularly and act as cross-College EDI champions; working to actively promote and discuss matters of equality, diversity and inclusion.
- The College's established pay scales which denote pay bandings assigned objectively to each position within the organisation will remain in place and be evaluated where necessary to ensure fair pay structures are maintained.
- We will continue to encourage staff training and development via dedicated staff development days, free distance learning courses, external CPD opportunities and bespoke training designed to upskill current staff for future career progression.
- We will continue to listen to our staff and encourage them to share their opinions and provide feedback, via cultural surveys and Staff Voice forums.
- The College will continue to actively promote its courses using marketing containing examples of all genders to encourage take-up of courses by under-represented groups with the aim of challenging 'gendered roles' and increasing the diversity of the workforce of the future.

Burton and South Derbyshire College will continue to report annually on the actions that are being taken to reduce our gender pay gap.

Declaration

I confirm that the information and data provided is accurate and in line with mandatory requirements.



Dawn Ward CBE
Chief Executive and Principal
March 2022

References

Careersmart (2021). Which jobs do men and women do? Occupational breakdown by gender. [Online]. Available at: <https://careersmart.org.uk/occupations/equality/which-jobs-do-men-and-women-do-occupational-breakdown-gender> [Accessed 8 February 2022].

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SIR Data Insights (2020). Further Education Workforce Data for England. [Online]. Available at: <https://www.sirdatainsights.org.uk/docs/SIR27-Workforce-Data-report.pdf> [Accessed 7 February 2022].