

Gender Pay Gap Report 2023

Burton and South Derbyshire College

Snapshot Date: 31st March 2023



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 pastoral 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 2023



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 involves 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 population is 69% female and 31% male which is reflective of the female-dominant composition of the FE workforce in England (67% female and 33% male) (FE Workforce Data Collection 2021/2022).

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.

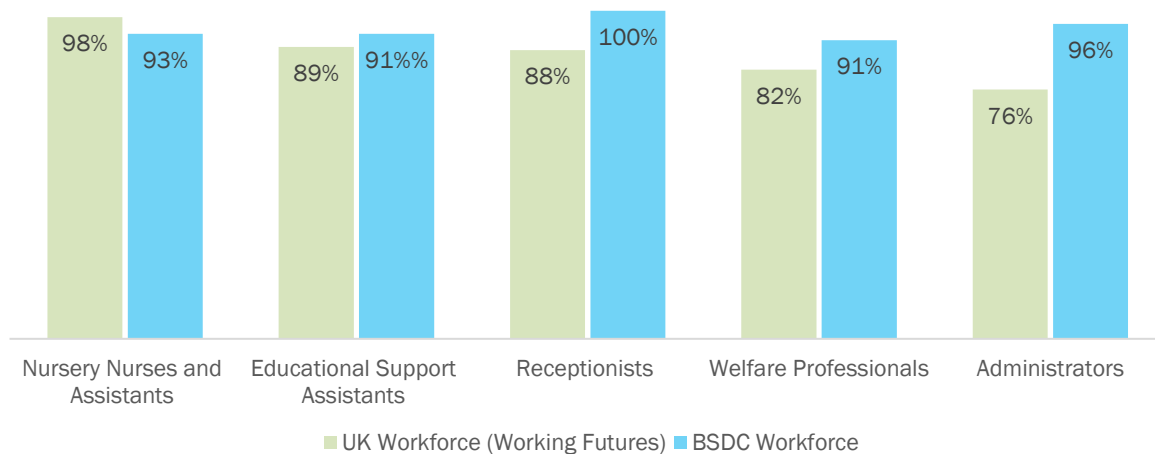
Burton and South Derbyshire College is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work; rather that the pay gap is a result of the roles in which men and women work in within the organisation and the salaries that these roles attract.

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, and thus are occupied by a higher proportion of post-holders of that gender.

Due to the nature of what we do at BSDC, the College workforce can be split into two populations; curriculum staff who manage, deliver and maintain learning, teaching and assessment, and business support staff who uphold all of the other functions of the business. A substantial proportion of our business support roles are occupied by female postholders (82%), and the majority of these positions are ones that are often gender stereotyped as 'female roles', for example administration, customer service, catering, nursery practitioners, and roles that provide specialist and pastoral support for learners. Many of these posts require comparatively fewer formal qualifications and experience than other roles within College and thus attract lower remuneration.

At BSDC, 76% 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 more women than men across the whole UK workforce in 2022 (Working Futures). Further internal profiling observes that, of the positions in our lower two quartiles identified by Working Futures as 'female-dominant', 95% of these are indeed occupied by female postholders in College. This mirrors the UK labour market and goes part-way to explain the over-representation of women 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.



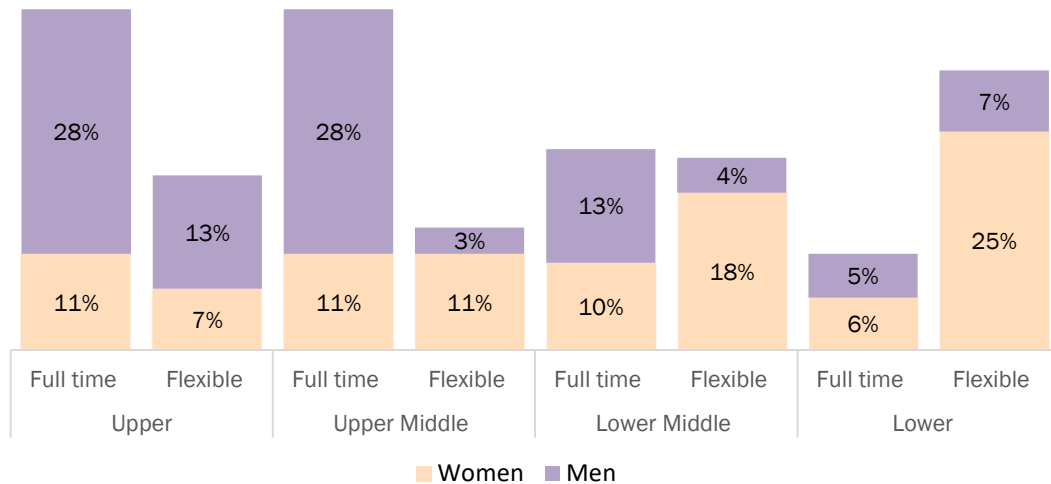
The types of jobs that women pursue may be due to societal biases and the cultural/historical responsibilities of women. The Office for National Statistics reported that women were still spending more time caring for children and dependants than men in 2022, and that women were more likely than men to choose to work part-time due to this, in lower-paid roles.

The College's gender pay gap data is reflective of this national tendency for more women to choose to work in part-time roles, as 62% of the College's female population work in flexible (part-time or term-time) roles, whereas only 12% of the College's male population work flexibly.

Roles which are designed to be part-time are often clustered within occupations which are dominated by female staff and many observe a lower rate of pay (for example administration, customer service, nursery practitioners).

The distribution of flexible and full-time roles in each pay quartile and their respective post-holders is displayed below. The proportion of men and women in full-time roles in the lower two pay quartiles is somewhat equal, and indeed there are flexible roles existing in the upper quartiles which are occupied by both men and women. However, 66% of all flexible roles at BSDC fall within the lower two pay quartiles, and are occupied by significantly more women than men.

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



Men are over-represented in the upper quartile at BSDC, as we observe more male staff in the upper quartiles than the lower quartiles. We are confident that this uneven distribution is a consequence of females being over-represented in the lower quartiles, due to the types of jobs and working patterns in the lower quartiles attracting predominantly female post-holders.

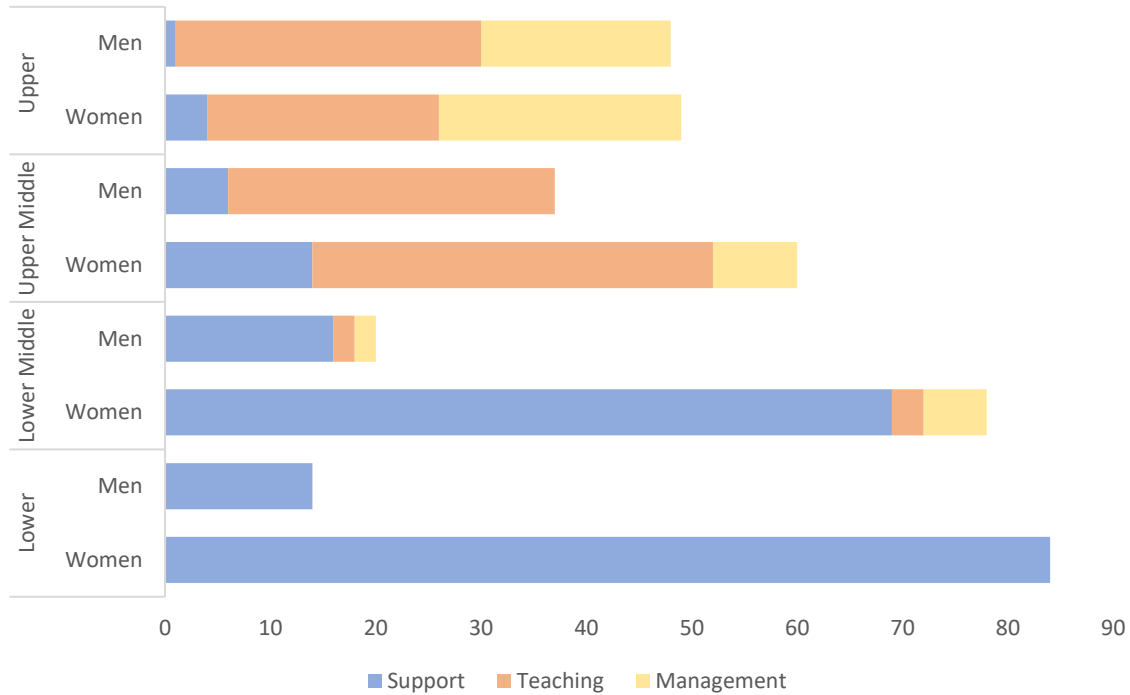
Although 40% of the male population within the College fall within the upper quartile (comparative to 18% of the female population), we observe that the headcount of males to females in this quartile is equal (49:51).

There are slightly more males than females in teaching roles in the upper quartile. An analysis of teachers' pay concluded that the highest paying teaching roles at BSDC were reflective of the highest paying teaching roles across the further education sector in the UK (FE Workforce Data 2022), and featured subjects such as Construction, Planning and the Built Environment, and Design, Engineering and Manufacturing. Teaching roles within these domains attract higher remuneration at BSDC largely due to market forces recruitment strategies; in the year proceeding March 2023, Engineering vacancies were advertised an average of 8.2 times before they were successfully appointed to, and Construction vacancies were advertised an average of 4.6 times (the College average for successful advertisements that year across all teaching vacancies was 2.3 times).

Although much work has been done in these areas to attract and retain female staff, the composition of teachers within these subjects is still 94% male, which is likely due to the notion of 'gendered roles' and the tendency for males to choose to work in these occupations.

Though we have these outliers in the data resulting in more male teaching roles than female teaching roles in the upper quartile, it is encouraging to note that if we calculate a gender pay gap figure across the whole teaching population at BSDC, the gender pay gap is 0%.

BSDC quartile analysis: distribution of support, teaching and management roles by gender, in each quartile



The final category of roles forming the upper quartile are managerial positions. 65% of all managers at BSDC are female which is representative of the overall gender split of the College workforce, and there are 12% more women than men in management roles in the upper quartile.

We are pleased that the College’s gender pay gap has decreased by 2.92% since March 2022. It is interesting to note that we have seen a 3.74% increase in males working in flexible roles since this date, and it is encouraging to observe that we have received nearly three times as many flexible working requests over this period than the one before it, with a 400% increase in flexible working applications from males.

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:

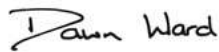
- The College will continue to maintain professional standards and ensure that its recruitment and selection procedures are effective, efficient, fair, and consistent with the College's Equality and Diversity policy.
- All relevant College managers have completed unconscious bias training to increase 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.
- We will continue to design part-time jobs that offer equivalent pay and the same career and progression opportunities as full-time roles.
- A group of managers have attained Diversity Mentoring training to support and mentor others and help them achieve their full potential.
- Equality and Diversity training at Levels 1 and 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.
- We will continue to work closely with trade unions on all matters including 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. The College's most recent pay banding review was profiled so it benefitted those in positions at bottom of the pay bandings the most.
- 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 DL
Chief Executive
March 2024

References

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