



# Myerscough College

Opportunities for all to succeed



## Gender Pay Report

MARCH 2021

# 1. Introduction

Gender pay is the difference between the average earnings of working men and women within an organisation; it differs from equal pay which is about differences in pay for the same work, similar work, or work which is of equal value.

Changes were made to the Equality Act in 2017 which required organisations – those employing 250 employees or more - to publish their gender pay information. This legislative change was introduced to increase transparency on gender pay inequality and to encourage organisations to take pro-active measures to reduce any gender pay gap.

At Myerscough College, we are committed to equality, diversity, and inclusion. We actively take steps to monitor and assess all of our policies, practices, and decisions - keeping fairness and equality at the forefront of our minds - to eliminate and prevent any form of discrimination.

## 2. Background

### Why do we have gender pay inequality?

In society, we have a gender pay imbalance in favour of men; which means, on average, men receive higher earnings than women. A gender pay gap usually occurs because of one of five factors:

1. **Vertical segregation** - the underrepresentation of women in senior, high-paying roles.
2. **Occupational segregation** - women are more likely to work in occupations with high proportions of female co-workers, which tend to be less well paid.
3. **Horizontal segregation** - represented by industrial sector. Women are more likely to work in lower paid and lower skilled industries.
4. **Caring Responsibilities** – Unequal sharing of care responsibilities contributes to a higher proportion of women taking part-time work, which is generally lower paid. Consequently the gender pay gap widens.
5. **Gender discrimination, bias and corporate culture.**

(Business in the Community 2019)

### What information should organisations be publishing?

As part of the reporting responsibilities, each qualifying organisation must publish the following information:

- **The mean gender pay gap** - the difference between the average pay of all women and all men.
- **The median gender pay gap** - the difference in pay between the middle man and middle woman if you were to line up all employees in the organisation according to pay.
- **The mean bonus gender pay gap**
- **The median bonus gender pay gap**
- **The proportion of male and female employees who received a bonus** - the difference between the average bonus pay of all women and all men.
- **The proportion of male and female employees within each pay quartile** - the difference in bonus pay between the middle man and middle woman, if you were to line up all employees receiving bonuses in the organisation according to pay.

### What are the current implications of gender pay nationally and also for education as a sector?

During this reporting year – 2020, the Office for National Statistics (ONS) has confirmed that nationally the gender pay gap for all employees – inclusive of both full time and part time staff – is 15.5%, a reduction from 17.4% in 2019.

Specifically, for the education sector, the gender pay gap is 25.%. (FE News)

## 3. Gender Pay Data

### Reporting Period:

1<sup>st</sup> April 2019 – 31<sup>st</sup> March 2020

### Myerscough College Mean and Median Pay:

Calculation Type	Year	Percentage
<b>Mean Gender Pay Gap</b>	<b>2020</b>	<b>15.09%</b>
Mean Gender Pay Gap	2019	13.8%
<b>Median Gender Pay Gap</b>	<b>2020</b>	<b>26.27</b>
Median Gender Pay Gap	2019	26.3%

### Myerscough College Mean and Median Bonus Pay:

Myerscough College does not operate bonus pay for either male or female employees.

### Myerscough College Quartiles: (the percentage of males and females in each pay quartile)

Quartile	Reporting Year	Male Representation	Year on Year Transition	Female Representation	Year on Year Transition
<b>Lower</b>	<b>2020</b>	<b>23.4%</b>	<b>↓ 7.6%</b>	<b>76.6%</b>	<b>↑ 7.6%</b>
Lower	2019	31%		69%	
<b>Lower Middle</b>	<b>2020</b>	<b>25.5%</b>	<b>↑ 1.8%</b>	<b>74.5%</b>	<b>↓ 1.8%</b>
Lower Middle	2019	23.7%		76.3%	
<b>Upper Middle</b>	<b>2020</b>	<b>42.7%</b>	<b>↓ 3.0%</b>	<b>57.3%</b>	<b>↑ 3.0%</b>
Upper Middle	2019	45.7%		54.3%	
<b>Upper</b>	<b>2020</b>	<b>51.6%</b>	<b>↓ 1.4%</b>	<b>48.4%</b>	<b>↑ 1.4%</b>
Upper	2019	53%		47%	

## 4. Supporting Narrative

- Our gender pay gap is caused by a disproportionate split in the gender ratios of staff. We employ a higher percentage of female employees, and we employ a higher proportion of female employees within lower paid roles. This is caused by three main issues:
  - Women are more likely to work in occupations with a high proportion of female co-workers, which tend to be less well paid.
  - Women are more likely to work in lower paid and lower skilled industries.
  - Unequal sharing of care responsibilities contributes to a higher proportion of women taking part-time work, which is generally lower paid.

These challenges are not specific to us, but society as a whole.

- This year, there has been a slight worsening of our mean (average) pay gap, which has declined by 2.1% (currently a 15.9% pay gap); our median (middle) pay gap has remained static, improving only slightly by 0.03% (currently a 26.27% pay gap).
- This year, to support positive action towards eliminating the gender pay gap, we have continued to offer and support flexible working, successfully introduced a remote working model, maintained full pay for those staff furloughed, introduced new annual leave and special leave policies – which are clear and supportive. In addition, gender pay remains an important feature of our Equality & Diversity Action Plan.
- We acknowledge that it will take time to fully eliminate our gender pay gap, particularly as it is a wider societal issue, which also requires evolution and change beyond our organisation.

## 5. Next Steps

Eliminating the gender pay gap is a journey, one which will require continual focus and effort. We will keep gender pay disparity firmly in our focus, as part of both process and policy design, and decision making. Our 2019 actions remain relevant and continue to be an area of ongoing focus:

- Include the Gender Pay Gap agenda in the College's Equality and Diversity action plan.
- Continue to ensure no barriers are evident in the Recruitment and Selection process, in particular, with reference to unconscious bias awareness for managers/interviewers.
- Continue to offer and support flexible working requests (where business needs allow) to retain talented employees who may have taken a break due to family/carer responsibilities and provide equality of opportunity to achieve career progression on a part time basis, males and females.
- To work towards exceeding the National Living Wage.

In addition, we will look to maintain an improved degree of workplace flexibility when it comes to how, when, and where work is performed. The successes of the 2020 working model – introduced due to Covid-19 - will be reviewed to identify improvements in flexibility which would continue to meet the needs of the College and which would also allow an improved degree of flexibility, when compared with the pre-Covid-19 working model.

We will also review our pay structure and progression within our pay structure to ensure it remains fit for purpose and free of any inequality.

The information contained in the above statement has been verified as accurate.

**Authorised By:** Philippa Lucarz

**Job Title:** Director of Human Resources

**Signature:**



**Date:** 30<sup>th</sup> March 2021