

## **Information on Gender Pay Gap 2020**

The College is required, under the Equality Act 2010, to publish information on the differences between the average earnings of male and female staff on an annual basis. The information is produced from the data on Payroll as at 31 March each year.

All figures below are effective from 31 March 2020 – the ‘snapshot date’. All figures are based on hourly rates so is not affected if someone is part time. A positive Gender Pay Gap indicates that the average male hourly rate is higher than the average female hourly rate. A negative Gender Pay Gap indicates that the average female hourly rate is higher than the average male hourly rate

### **Mean Pay Gap**

This is the difference in the mean hourly rates of pay between female and male staff. The mean is calculated by adding together all hourly rates of pay and dividing by the total number of staff. The Mean Pay Gap for Bury College is **10.94%**.

### **Median Pay Gap**

This is the difference in the median hourly rates of pay between female and male staff. The median is the mid-point hourly rate. The Median Pay Gap for Bury College is **10.15%**.

### **Gender Split in Quartile Pay Bands**

This shows the proportion of male and female staff in four pay quartiles. The Upper Quartile represents the higher hourly rates and the Lower Quartile represents the lower hourly rates. There are an equal number of staff in each quartile.

<b>Upper Quartile</b>	<b>Upper Middle Quartile</b>	<b>Lower Middle Quartile</b>	<b>Lower Quartile</b>
Female 56.7%	Female 66.4%	Female 70.1%	Female 75.0%
Male 43.3%	Male 33.6%	Male 29.9%	Male 25.0%

### **Bonus Pay, Mean Bonus Pay Gap and Median Bonus Pay Gap**

This is the proportion of male and female staff who have received bonus pay within the 12 months leading up to the 31 March and the Mean and Median Gaps in the pay received.

Bonus Pay	Female 0.0%	Male 0.0%
Mean Bonus Pay Gap	0.0%	
Median Bonus Pay Gap	0.0%	

## **Balance Across Roles & Pay Scales**

In March 2020, the college was made up of 67% female staff and 33% male staff. The table below shows the female-to-male split across the three different Pay Scales in college.

	<b>Female</b>	<b>Male</b>
All College Staff (510)	67% (342)	33% (168)
Management Staff (18)	44% (8)	56% (10)
Academic Staff (220)	64% (140)	36% (80)
Business Support Staff (271)	71% (193)	29% (78)

### **Management**

For staff on the Management & SLT Pay Scale, the Median Gender Pay Gap is **0.0%**.

### **Academic**

For Academic staff alone, the Median Gender Pay Gap is **0.0%**.

For each Academic role type (Lecturer, Team Leader, ACM, HOC) the Median Pay Gap is also **0.0%**

### **Business Support**

For Business Support staff alone, the Median Gender Pay Gap is **3.89%**.

For various Scale jobs in college, the Median Pay Gap is either 0.0% or negative:

	<b>Female</b>	<b>Male</b>	<b>Median Pay Gap</b>
Scale 2 & Scale 2/3 (123)	47% (91)	41% (32)	- 1.8%
Scale 3/4 & Scale 4 (40)	15% (29)	14% (11)	- 3.7%
Scale 4/5 & Scale 5 (37)	16% (31)	7% (6)	- 0.6%
Scale 5/6 & Scale 6 (48)	15% (28)	26% (20)	0.0%
SO1, SO2, PO (23)	7% (14)	12% (9)	- 6.9%