

Information on Gender Pay Gap 2021

All figures below are effective from 31 March 2021 – 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 **11.49%**

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 **12.26%**

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.

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female 75.0%	Female 77.3%	Female 65.9%	Female 56.5%
Male 25.0%	Male 22.7%	Male 34.1%	Male 43.5%

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 2021, the college was made up of 69% female staff and 31% male staff. The table below shows the female-to-male split across the three different Pay Scales in college.

	Female	Male
All College Staff (527)	69% (362)	31% (165)
Management Staff (19)	53% (10)	47% (9)
Academic Staff (225)	66% (148)	34% (77)
Business Support Staff (283)	72% (204)	28% (79)

Management

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

Academic

For Academic staff alone, the Median Gender Pay Gap is **1.45%**.

For various Academic roles in college, the Median Pay Gap is either 0.0% or negative.

	Female	Male	Median Pay Gap
Lecturer	71% (95)	29% (39)	0.0%
Team Leader	56% (25)	44% (20)	0.0%
ACM, PM & LIL	71% (20)	29% (8)	0.0%
HOC	44% (8)	56% (10)	- 2.6%

Business Support

For Business Support staff alone, the Median Gender Pay Gap is **3.19%**

For various Scale jobs in college, the Median Pay Gap is either very close to 0.0% or negative.

	Female	Male	Median Pay Gap
Scale 2 & Scale 2/3 (140)	72% (102)	27% (38)	0.0%
Scale 3/4 & Scale 4 (38)	84% (32)	16% (6)	0.0%
Scale 4/5 & Scale 5 (34)	76% (26)	24% (8)	- 3.4%
Scale 5/6 & Scale 6 (45)	62% (28)	38% (17)	0.9%
SO1, SO2, PO (26)	62% (16)	38% (10)	- 2.4%