

Blackpool and The Fylde College

Gender Pay Gap

Report 2022



Summary of key points

- This report is based on a snapshot as at 31 March 2022. The previous snapshot was at 31 March 2021.
- B&FC's gender pay gap mean of 7.3% is slightly higher than the UK average mean of 7.0%
- B&FC's gender pay gap mean for 2021 of 7.3% is lower than the 2021 figure of 9.2% and lower than the education sector mean of 11.1%. The primary reason for the change has been both the higher percentage of recruitment of females in the upper middle quartile.
- B&FC's gender pay gap median at 2.3% compares very favourably to the UK average median of 15.4% and the education sector average median of 16%
- B&FC's gender pay gap median for 2021 at 2.3% has decreased from 6.9% in 2021 and remains significantly lower than the education sector median of 16%

Report

Under our obligations the gender pay gap report is split across the following calculations*

1. Pay as a mean average
2. Pay as a median average
3. Male and female pay split by quartile - each employee's hourly pay ordered from lowest to highest, then divided into four equal groups
4. Bonus pay

All calculations within this report are based on data as at 31 March 2022, in line with Government issued guidelines.

Benchmark

B&FC Median	ONS Median	Gender Pay reporting Median
2.3%	15.4%	12.46%
B&FC Mean	¹ONS Mean	²Gender Pay Reporting Mean
7.3%	7.9%	13.94%

Conclusions and Next Steps

The gender pay gap at B&FC continues to compare favourably against organisations in education and in the UK overall. B&FC remains committed to inclusion. We have reviewed the good practice guide published by the Government Equalities Office in partnership with the Behavioural Insights Team and B&FC current practice.

The following key actions have been completed to continue to enhance our approach.

- A regular review of pay and reward at B&FC including sector benchmarking activity
- Promotion of our suite of Family Friendly policies and procedures to all employees
- Continuation of an organisational approach to agile working

¹ [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/gender-pay-gap). this is a summary of all employers and employees based on ONS returns for 2021 (2022 figure not yet available)

² [Search and compare gender pay gap data - GOV.UK - GOV.UK \(gender-pay-gap.service.gov.uk\)](https://gov.uk/gender-pay-gap) this is a summary of those who provide a return

- Enhanced recruitment training for all hiring managers
- Promotion of our enhanced offering of Professional Development opportunities, with multiple access methods, both format and timing, to encourage greater participation
- Continued review by the HR function of the recruitment process to ensure there is no gender bias within recruitment and attraction processes
- Continued enhancement of existing strong equality, diversity and inclusion activity including extensive unconscious bias training differentiated for all roles
- Enhanced use of HR data analytics to spot any emerging trends and monitor any barriers to gender equality including in depth analysis of the part time employee cohort to examine any disparity between the full-time cohort
- Leading in Recruitment training which covers bias in recruitment and ensuring a gender balance on recruitment panels has been developed and delivered from June 2022

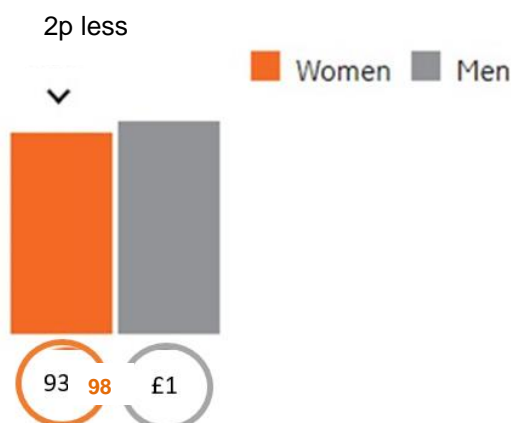
Report approved by Blackpool and The Fylde College Corporation Board on
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Appendix A – Women’s Hourly Rate at Blackpool and The Fylde College

³Women’s Hourly Rate 2021 (visual adopted from the Government website)

Hourly wages gap

In this organisation, women earn **97.7p** for every **£1** that men earn when comparing median hourly wages. Their median hourly wage is lower than men’s.



At B&FC in 2021, women earned 93p for every £1 that men earned when comparing median hourly wages. Their median hourly wage was 6.9% lower than men’s.

At B&FC in 2020, women earned 94p for every £1 that men earned when comparing median hourly wages. Their median hourly wage was 5.5% lower than men’s.

At B&FC in 2019, women earned 95p for every £1 that men earned when comparing median hourly wages. Their median hourly wage was 5.4% lower than men’s.

Appendix B – Quartiles and Bonus at Blackpool and The Fylde College

Quartiles at B&FC in 2022

In this organisation, women occupy 51.7% of the highest paid jobs and 70% of the lowest paid jobs.

Quartile	2022		2021		Difference	
	Male %	Female %	Male %	Female %	Male %	Female %
4th Quartile	48.30%	51.70%	45.80%	54.20%	2.50%	-2.50%
3rd Quartile	47.00%	53.00%	51.70%	48.30%	-4.70%	4.70%
2nd Quartile	42.20%	57.80%	38.80%	61.20%	3.40%	-3.40%
1st Quartile	29.70%	70.30%	30.00%	70.00%	-0.30%	0.30%

³ Government Guidance on calculation

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women’s median hourly wage (the middle paid woman) and men’s median hourly wage (the middle paid man).

The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women’s mean hourly wage and men’s mean hourly wage.

At B&FC in the 2021 return, women occupied 54.2% of the highest paid jobs and in the 2022 return women occupied 51.7% of the highest paid jobs

At B&FC in the 2021 return, women occupied 70% of the lowest paid jobs and in the 2022 return women occupied 70% of the lowest paid jobs

Employees across the top and upper middle quartiles have a relatively equal distribution between male and female employees. Employees across the lower middle quartile has a slightly greater distribution of female employees.

Employees within the lower quartile have a significantly greater distribution towards female employees. This quartile include positions within catering, cleaning and administration that female employees primarily hold.

Bonus

No bonus payments were made to any employee in any year of reporting.

