



Barking & Dagenham College

Gender Pay Gap

Annual Report 20/21





Barking & Dagenham College

Our Vision: A truly great college, delivering inspirational learning and excellence through career focused education

Our Mission: To unleash potential, creating better futures for our learners, businesses and communities

Our Values:

Learners and Customers are at the heart of everything we do

Respectful – valuing and treating all fairly and as individuals

Passionate – energising, engaging and inspiring all to achieve their potential

Collaborative – working together to achieve excellence and growth

Innovative – leading the way, seeking new ways to continually improve

Excellence in learning, teaching and assessment; the key to our success

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What is the Gender Pay Gap?

As an employer with over 250 employees, Barking & Dagenham College are required by the Government Equalities Office to publish Gender Pay Gap data.

This data represents the difference in pay between men and women over a 12 month period. This period is for the 12 months prior to 31st March 2020.

Gender Pay Gap differs from equal pay, as we are not comparing the pay of individual roles, but averages across the college.

Barking & Dagenham College aims to provide all employees with fulfilling and rewarding careers. By developing a transformational culture which engages employees with owning their career and their development. And, by doing this we are ensuring that our people can achieve their full potential at their own pace, regardless of their gender.

We can show the Gender Pay Gap using the following:

Mean

The average value of a data set.

Median

The middle value of a data set. The median can be a more accurate average value when the set contains outliers.

Gender Pay Gap

The difference between the hourly rates of men

and women. Provided using both respective mean and median values.

Gender Bonus Gap

The difference between the bonus pay of men and women. Provided using both respective mean and median values.

Proportion Receiving Bonus Pay

The percentage of male and female staff who received bonus pay.

Proportion in each Pay Quartile

With the hourly pay of employees listed in ascending order, they are split into 4 equal quartiles. For each quartile, we are then able to see the proportion of each gender that makes up the quartile.

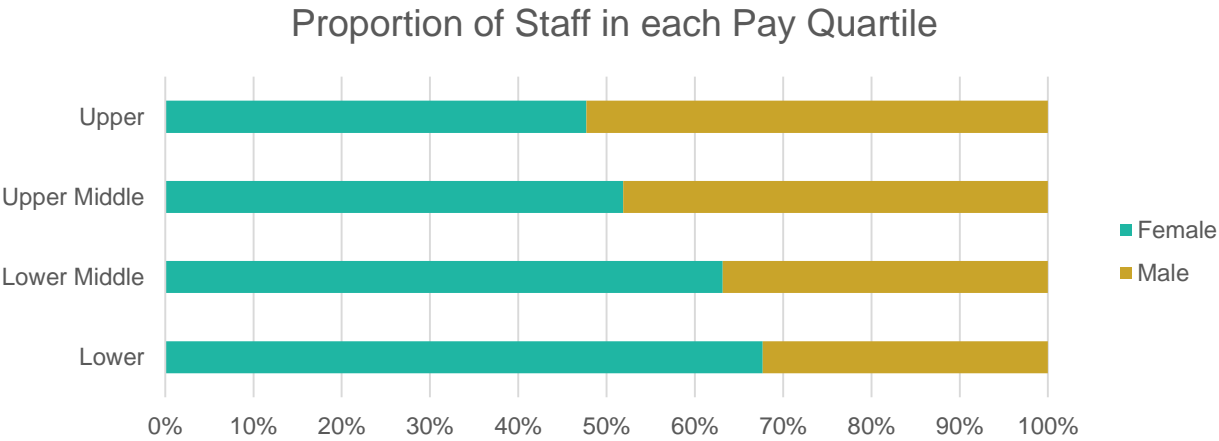
Additional Information

A positive figure for a gap will mean that the value for men is higher, whereas a negative figure means that the value for women is higher.

Our Results

As of the snapshot date 31st March 2020, Barking & Dagenham College employed a total of 531 employees. 225 were Male (42.37%) and 306 were Female (57.63%).

Gender Pay Gap	
Mean	8.62%
Median	18.22%
Gender Bonus Gap	
Mean	-6.66%
Median	-3.92%
Proportion Receiving Bonus Pay	
Male	9.33%
Female	9.48%



Understanding our Results

Gender Pay Gap

Comparing to the previous report, we have seen a decrease of the Mean– from 12% down to 8.62%. The Median has increased from 14% up to 18.22%.

While the reduction in the Mean is good, the Median is less sensitive to outliers and therefore more reliable as the hourly rates range from £4.15-£80+/hr.

Gender Bonus Gap

The Mean has decreased from -67.68% to -6.66%. The Median has decreased from -24% to -3.82%.

Both of these figures show a preference for women, both historically and at present, but has moved much closer to 0 which demonstrates an increase in equality.

Proportion Receiving Bonus Pay

The proportions have increased for both men and women, 3% to 9.33% and 1.4% to 9.48% respectively.

Importantly, the figures for men and women are now very similar which is a positive.

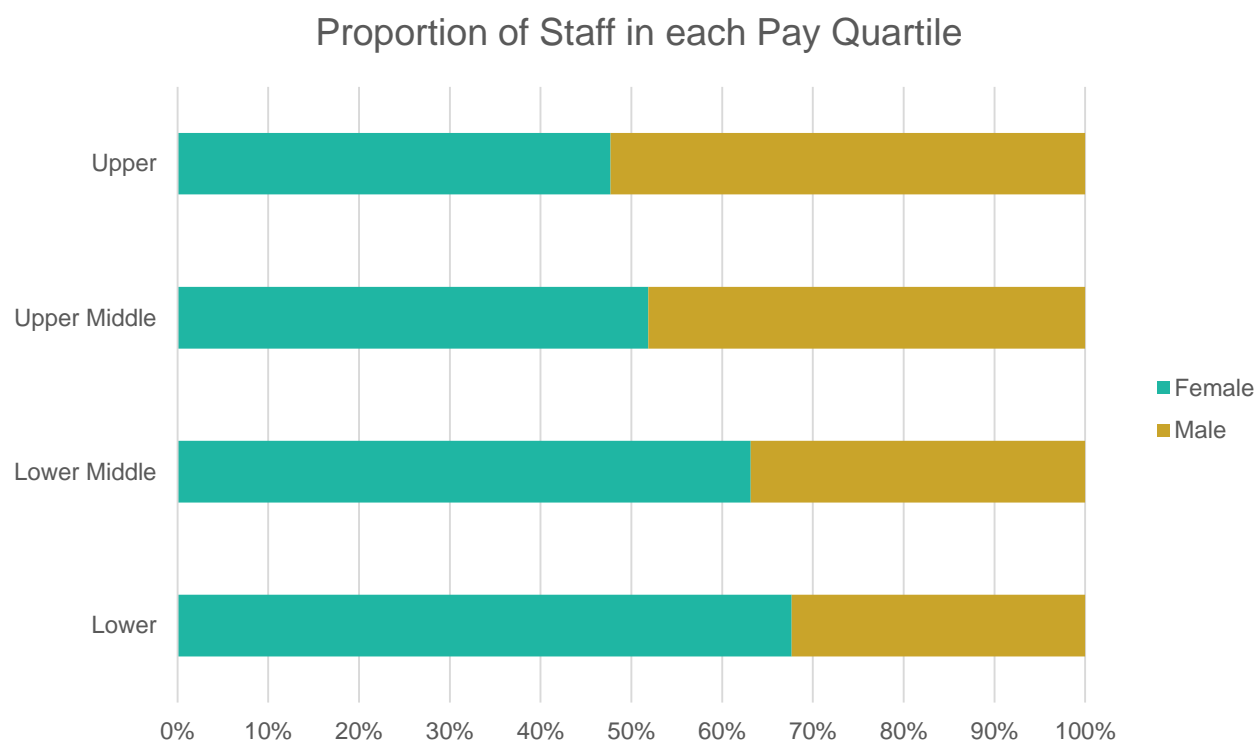
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Understanding our Results

Proportion of Staff in each Pay Quartile

The proportion of men and women in each quartile show that for Upper/Upper Middle their pay is roughly equal, but progressively more women are found in the Lower Middle/Lower quartiles.

This finding was roughly identical to the previous report, and as such, led to further analysis to route out the cause.



Further Analysis – Position Status

The previous Gender Pay Gap report stated:

“...and of those females a higher proportion are in our business support and teaching support roles which are at a lower grade and offer more flexible options for those who are carers.”

As the reason behind the gap, however no evidence was provided for this.

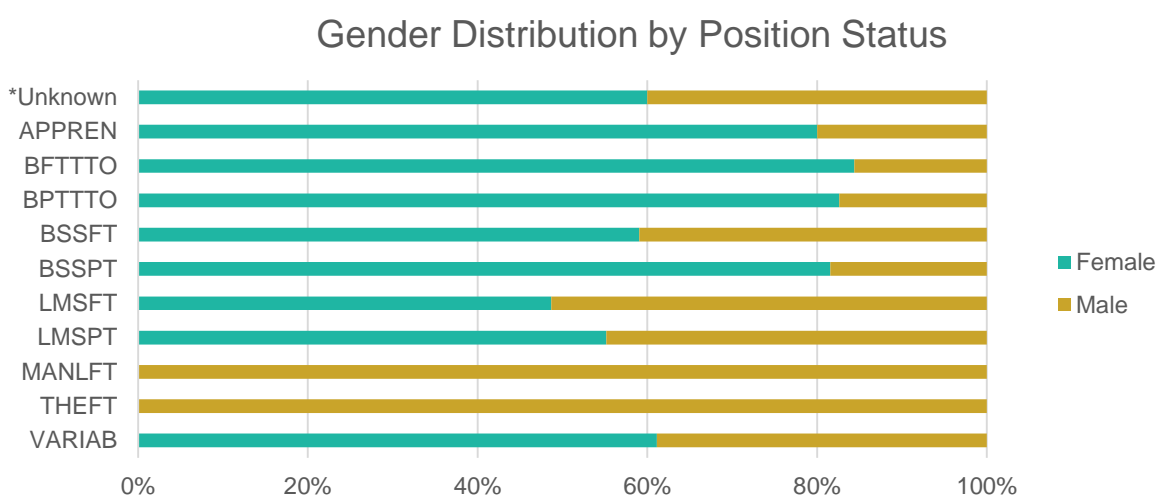
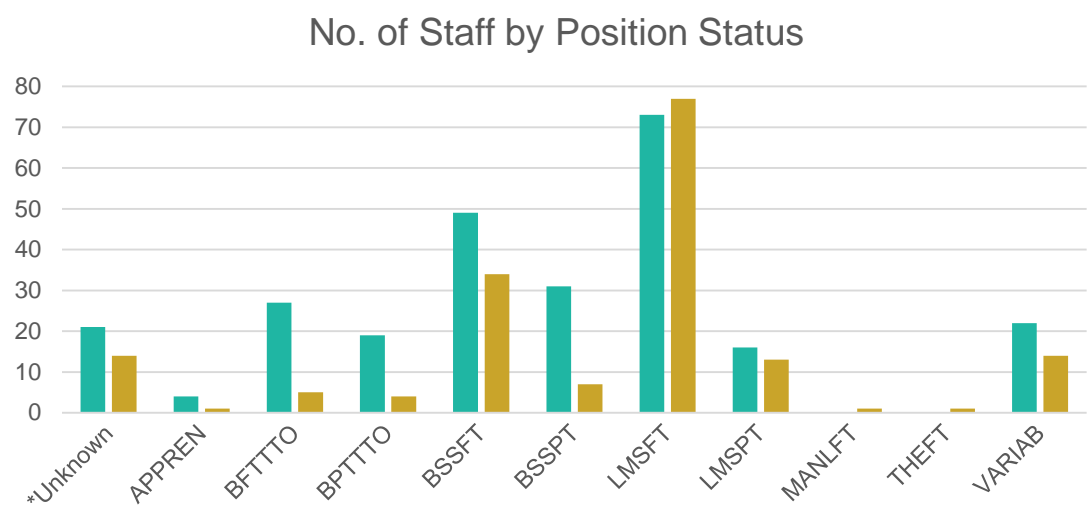
The following line of analysis aims to find out the types of contracts female employees are in, and how their pay compares to male employees.

Position Status

A position status is a more detailed definition of the employees contract type. Where a contract type could be Business Support, Apprentice, etc. the position status will also include whether that employee works part-time, full-time, term-time only, etc.



Further Analysis – Position Status



The above charts show each position status, split by gender, with the first showing the number of colleagues and the second showing the split as a percentage.

For reference, the position status codes represent:

APPREN – Apprentice

BFTTTO - Business Support Colleagues, Term Time Only (Full Time)

BPTTTO - Business Support Colleagues, Term Time Only (Part Time)

BSSFT - Business Support Colleagues (Full Time)

BSSPT - Business Support Colleagues (Part Time)

LMSFT - Lecturer & Management Colleagues (Full Time)

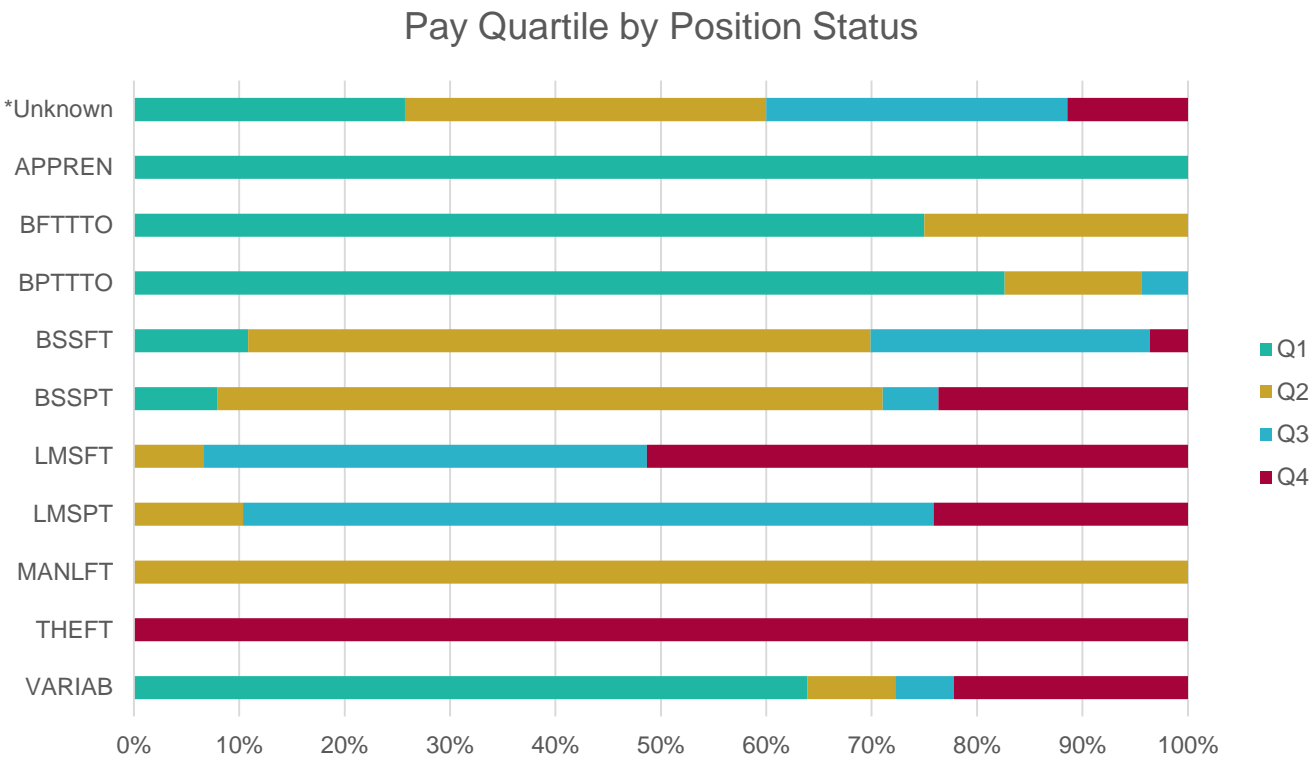
LMSPT - Lecturer & Management Colleagues (Part Time)

MANLFT - Manual Labour (Full Time)

THEFT - Broadway (Full Time)

VARIAB - Variable Hours Colleagues

Further Analysis – Position Status



Applying the pay quartiles - established on slide 4 - to position status, it is then possible to determine which types most commonly pay higher rates as shown in the adjacent chart.

The lower two quartiles (Q1/Q2) saw a higher proportion of female colleagues and therefore it made sense to drill down on the types with >50% Q1/Q2.

Importantly, both lecturer types fall predominantly in the higher quartiles which are more balanced by gender and contain a large portion of our staff.

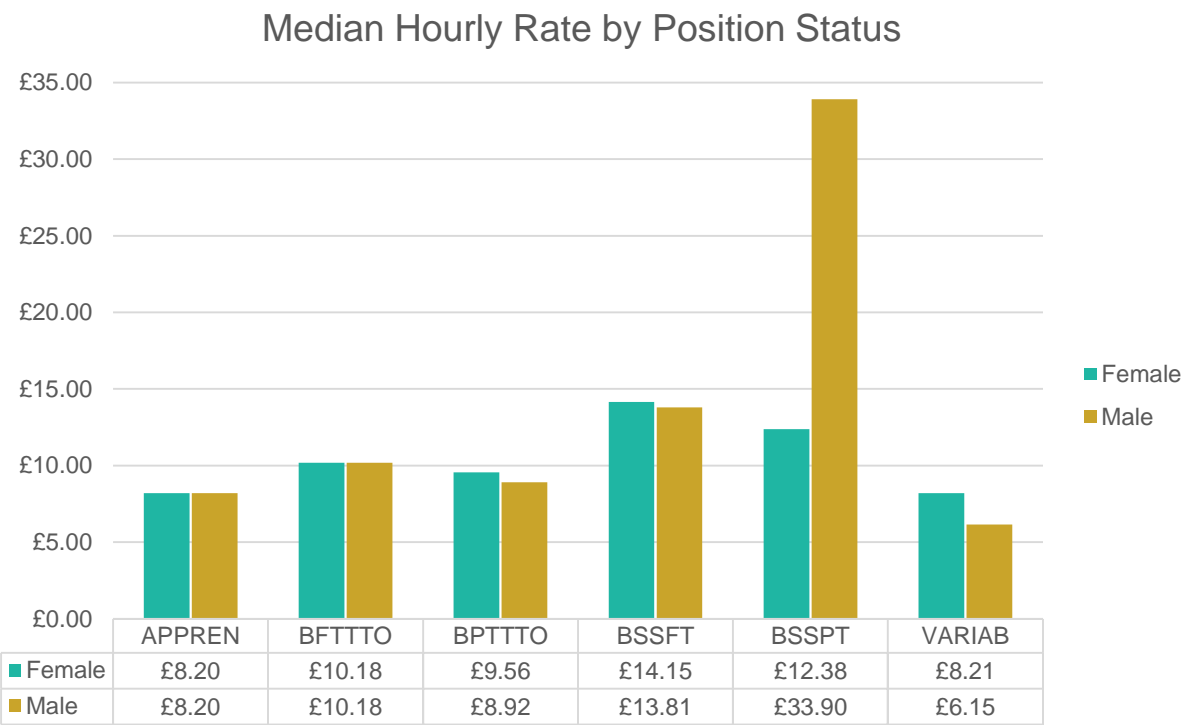
Further Analysis – Position Status

Using the previous 3 charts it was possible to identify 6 Position Status's that were predominantly in Q1/Q2 and majority Female.

Most show negligible difference in pay between men and women, however Business Support Part-Time Colleagues has a large gap of £21.52/hr.

Upon further inspection, this appears to be as a result of male part-time employees working in higher-skilled, technical roles.

With four of these being Business Support roles, it is important to note that the more 'flexible' the hours, the lower the hourly rate. Both 'Term-time only' variants have a reduced rate to their standard counterparts and, on a smaller scale, 'Part-time' is lower paid than 'Full-time'.



Further Analysis - Experience

An employee’s experience will often play a large role in their wages. Our data provides two measures that could demonstrate experience – age and length of service.

For each of these measures, they can be divided into 4 equal quartiles based on the number of colleagues.

We can then investigate the hourly rates for each group and compare by gender.



Quartile: Age (Years)

Q1	17.8 – 34.5
Q2	34.5 – 47.9
Q3	47.9 – 57.5
Q4	57.5+

Quartile: Length of Service (Years)

Q1	1.8 – 2.5
Q2	2.5 – 5.3
Q3	5.3 – 9.8
Q4	9.8+

Further Analysis - Age

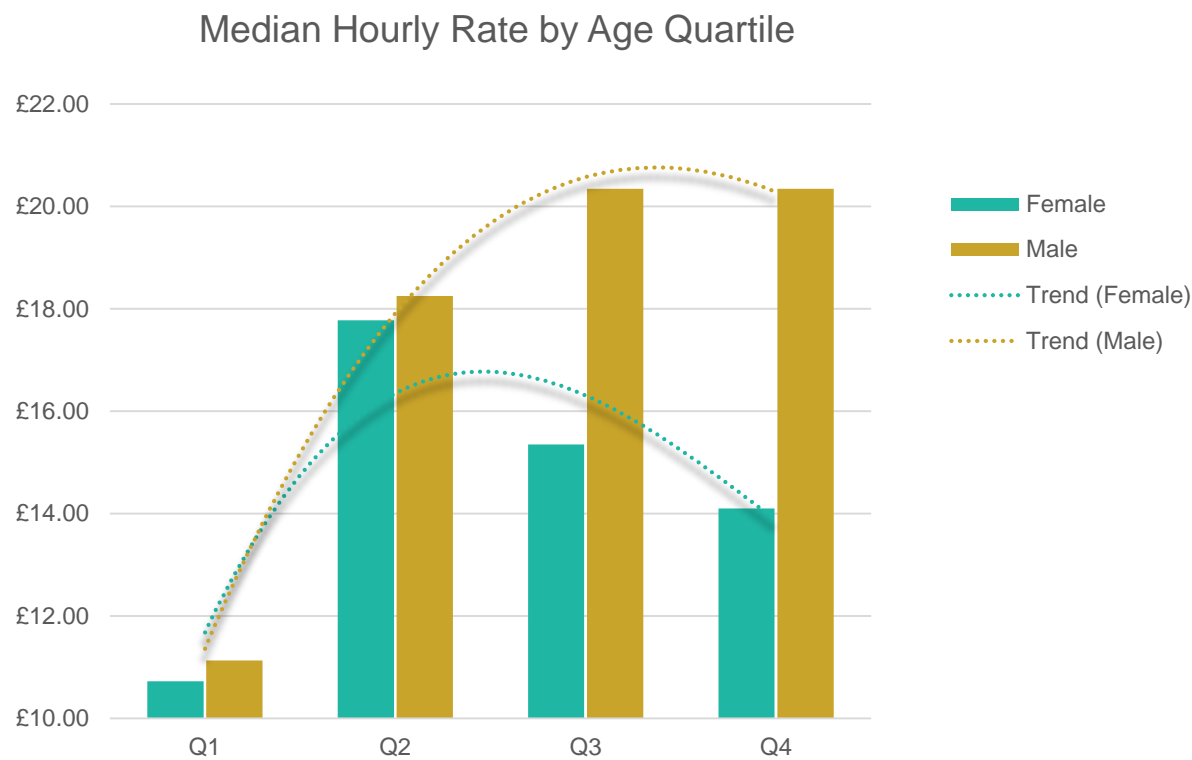
All quartiles show men with a higher hourly rate than women. Whilst not surprising, as all previous data has suggested this, the gap in each quartile gives more context to our gender pay.

Q1 and Q2 share a similar gap and show what appears to be an increase in pay with age.

However, the chart shows an overwhelming difference in the median hourly rates for Q3 and Q4.

What this demonstrates is not that as women age, they are paid less for the same work, but that in the older age groups – the female median hourly rate is lower than that of men of the same age.

Delving further into Q3/Q4 for women, it is most often the case that they have stayed in these comparatively lower paying roles for a long time.



Further Analysis – Length of Service

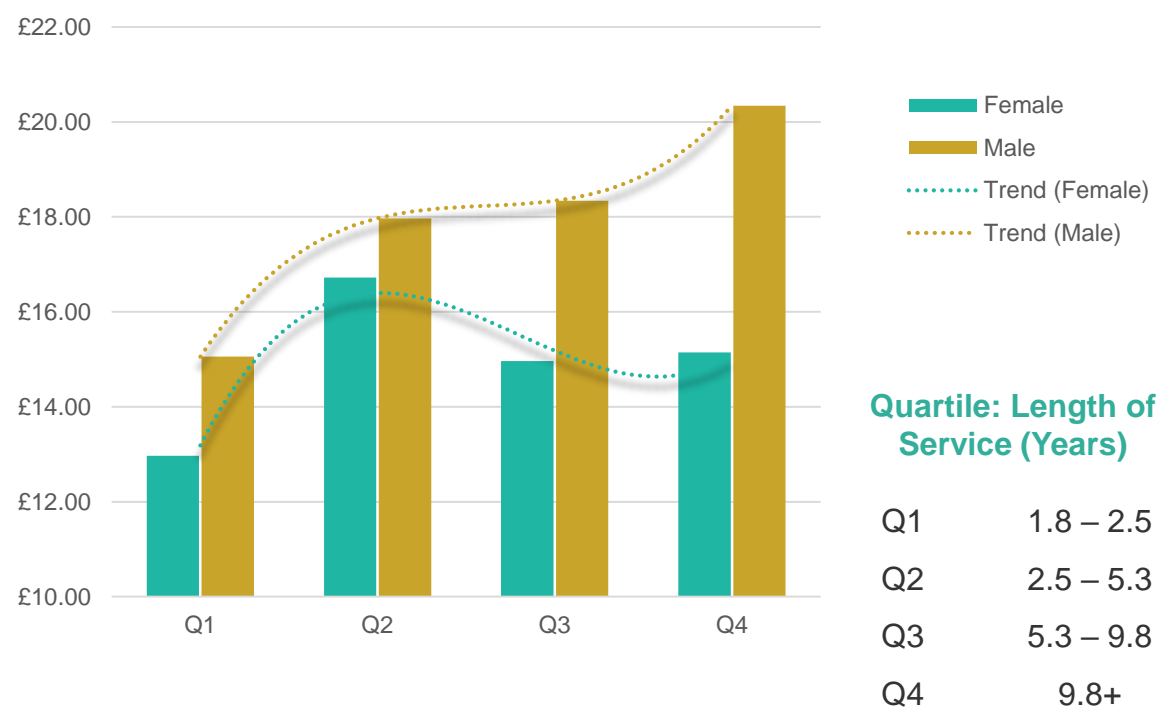
We see some similarities when replacing age with length of service, as each quartile shows a higher median for men.

Q1 and Q2 share a similar gap and show what appears to be an increase in pay with age.

Q3 and Q4 also show a resemblance to the age chart.

Overall, the pay gaps are larger but the median values are higher most quartiles than the equivalent for age. This indicates that length of service plays a larger role in wages than age.

Median Hourly Rate by Length of Service Quartile





Understanding the Further Analysis

The substantial Gender Pay Gap found for Part-Time Business Support Colleagues (+£21.52/hr. for men) shows that while only a small number of men have these contracts, the one's that do find themselves in higher paying roles.

Each age group demonstrates higher pay for men, with the size of the gap varying by quartile.

Similar results are found with length of service, but wages are usually higher based on service when compared to age.

For both of these metrics it does not necessarily mean female wages decrease with time. It is much more likely that fewer see substantial pay increases over time, than that of men, bringing the median rates down.

Action Plan

Barking & Dagenham College will continue to prioritise the following to further reduce its gender gap:

We will continue to:

- Implement positive action recruitment strategies where there is under representation of females
- Explore opportunities for flexible and hybrid working for colleagues at all levels
- Ensure talent development initiatives and promotions are available to female and male colleagues, and the college will continue to promote career progression across the college.
- Explore how we reward long-serving employees.
- Engage with female colleagues via our new Women's Network, to obtain their input into the development of strategic actions to address the gender pay gap.





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