



Gender Pay Report

MARCH 2023



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 – 2021, 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 15.4%.

Please note: ONS highlight that the data for 2021 was affected by both the coronavirus (COVID-19) pandemic and disruption to the collection of data from businesses; this means that comparisons with 2021 data need to be treated with caution.

Specifically, for the education sector, the mean gender pay gap is estimated to be 14.2% and the median gender pay gap is estimated to be 20.1% (Business in the Community 2022)

3. Gender Pay Data

Reporting Period:

1st April 2021 – 31st March 2022

Myerscough College Mean and Median Pay:

Calculation Type	Year	Percentage
Mean Gender Pay Gap	2022	13.66%
Mean Gender Pay Gap	2021	11.68%
Median Gender Pay Gap	2022	26.47%
Median Gender Pay Gap	2021	22.97%

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	Female Representation	Year on Year Trend
Lower	2022	23.83%	76.17%	4.35% Decline
	2021	28.18%	71.82%	
Lower Middle	2022	21.88%	78.13%	1.89% Decline
	2021	23.76%	76.24%	
Upper Middle	2022	43.01%	56.99%	0.23% Improvement
	2021	42.78%	57.22%	
Upper	2022	51.04%	48.96%	1.32% Decline
	2021	49.72%	50.28%	

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 caring 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 an increase in our mean (average) pay gap of 1.98% (13.66% mean pay gap). Our median (middle) pay gap has also increased by 3.5% (26.47% median pay gap).
- The changes to our pay gap are due to an increase in the number of female workers employed in of the lower quartiles of our workforce (we employ significantly more women than men in our lowest paid roles). This year, we have employed 6.24% more females in the lower quartile and lower middle quartile of our workforce. Over three quarters of staff employed in the lowest two quartiles are female.
- The national recruitment challenges have negatively impacted the supply of available labour. In response, many employers have increased their pay offering to secure top talent. The education sector is less able to compete with industry pay and therefore it is not surprising to see a correlation with increased female employment at this time.
- The cause of our pay gap is part of a wider societal challenge. We are committed to equality of opportunity for all, and we continue to develop our employment practices to ensure we are helping shape a more equal society within which people can learn, study, and work.
- This year, we will continue our work to support positive action towards eliminating our gender pay gap. We will continue to ensure fairness and consistency in all pay related decisions, we will continue to ensure gender equality is a key part of our equality and diversity action plan, we will continue to offer and support flexible working, and we will deliver EDI training to all managers (including unconscious bias).
- 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 inequality firmly in our focus, as part of both process and policy design, and decision making. A number of our previous actions remain relevant and continue to be an area of ongoing focus:

- 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 deliver EDI training (inclusive of unconscious bias)
- To procure a new HR & Payroll System which will increase data reporting functionality and will support our work towards equality.
- To introduce a hybrid working policy which supports increased flexibility and positive work life balance.
- To introduce a pay policy, providing clarity and transparency on pay arrangements.

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

Authorised By: Philippa Lucarz

Job Title: Director of Human Resources

Signature:



Date: 30th March 2023