



The **gender pay gap** in further education



2016/17 Data Report Executive Summary

Data sources

- This summary includes data from 208 Further Education colleges in England, and is based on complete salary data from 173 colleges, covering approximately 47,000 staff. This amounts to an overall coverage of 79% of colleges in the sector.
- The report covers four staff types, they are leadership and management, advanced teaching and training, lecturers and non-lecturer curriculum delivery staff (trainers/instructors/assessors/verifiers).

Managers have the largest gender pay gap

- The largest gender pay gap (7%) is found among leadership and management staff. This is an average of £3,189 less pay per female manager per year.
- The second largest gap is among trainers/instructors/assessors/verifiers at 4%, an average gap of nearly £1,000 per woman per year.
- The advanced teaching and training grade shows no meaningful gender pay gap. This is likely a product of the small number of spine points available to this job type, meaning there is less room for divergence to develop.
- The gender pay gap among lecturers is 3%, or £1,008 per year. This figure is very similar to the 3 % to 4% pay gap further education teaching staff reported by other sources.

Statutory reporting data shows a 10% gap for all staff and women's representation decreasing with seniority

- UCU has extracted data for 198 colleges in England from the government's statutory reporting website, and calculated the mean average gender pay gap for all staff types in these colleges at 10%.
- Women are 72% of those paid in the lowest quartile, and 56% of those paid in the highest quartile.
- While further education is a majority female workforce (at all levels of seniority) the representation of women declines markedly as pay and seniority increases.

The gender division of staff in further education is consistent across all grades and has not shifted significantly over time

- Women are the majority at all grades and account for 58% of leadership and management, 60% of advanced teaching and training staff, 57% of Lecturers and 55% of trainers, instructors, verifiers and assessors.

Despite women being the majority of staff, there is a substantial gender imbalance across the lecturers' pay scale

- Women are overrepresented at all four points in the lower half of the pay scale and underrepresented at all of four points at the top of the scale.
- More than a third (36%) of female lecturers are paid in the bottom half of the 8 point spine, compared to 32% of male lecturers.
- At the top end of the spine, half of all male lecturers are employed on the top four points of the scale compared to 42% of female lecturers.
- Female managers are overrepresented at every point up to salary point up to £36,000, and underrepresented at every point above, where male managers are overrepresented at every point above £36,000 and underrepresented at every point below.
- Male managers are particularly overrepresented among managers who are paid above £41,000. 58% of male managers are paid above £41,000 compared to 48% of female managers.

Next steps for action on the gender pay gap in Further Education

UCU is frustrated with the lack of action on gender pay from employers. We are now taking the approach of formulating and submitting local equal pay claims at individual colleges as the first step towards identifying and rectifying the intransigent problem of unequal pay.

Below are links to some of the available resources to help branches formulate claims.

Resources for members

[UCU Guidance: Tackling the Gender Pay Gap](#) - UCU has published detailed guidance on requesting and scrutinising an equal pay audit, assessing equal pay cases, and determining the drivers of the gender pay gap at your institution.

[UCU Branch Action Note on the Gender Pay Gap and Lodging Claims](#) – A new Branch Action Note providing five clear steps to lodging a local claim, and a model claim text

[AoC Gender Pay Toolkit](#) - The Association of Colleges guidance was created with significant input from UCU and explicitly recommends full involvement of the recognised trade unions in both the review/audit and any subsequent actions identified as necessary.

The document provides a clear and succinct step by step guide on the data that should be included in every equal pay audit, how to collect and analyse that data, how to report the results, and most importantly, how to use the audit to address any gaps.

[Government gender pay gap database](#) - As of May 2018 approximately 190 further education colleges in England have complied with this statutory requirement and the gender pay gap data for each employer is available as an easily searchable database, and is a very valuable source of public data that can be used to highlight and draw attention to gender pay gaps at individual colleges.

[UCU's Rate for the Job website](#) has now been updated to include all data included in this report at an individual college level, and allows you to access the average salaries for men and women at your college by job type and gender, and to compare the gender pay gap at your college against others. It also allows comparison with Principals' pay and the ratio of Principals' pay to other staff.

All the information on the site is presented in an accessible graphical format that can easily be cut and pasted or adapted for local campaigning.