



# The gender pay gap in further education



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**2016/17 DATA REPORT**

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# Contents

## Executive summary

1	Introduction & Purpose of this report.....	1
2	Data sources .....	1
3	Staff types.....	2
4	Calculation and presentation of findings.....	3
4	Gender pay gap .....	4
4.1	Gender pay gap by job type .....	4
4.2	Statutory reporting of the gender pay gap.....	5
5	Gender balance .....	7
6	Gender stratification across the pay spine .....	9
6.1	Qualified Lecturers .....	9
6.2	Assessors, Trainers, Instructors and Verifiers .....	15
6.3	Advanced Teaching and Training Staff.....	20
6.4	Leadership and Management.....	25
7	Next steps for action on the gender pay gap .....	30
7.1	Equal pay audits and reviews.....	30
7.2	New statutory gender pay reporting requirements.....	31
8	Resources for members .....	32
8.1	Guidance: Tackling the Gender Pay Gap.....	32
8.2	Rate for the Job pay comparison website .....	32



## 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.

## 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.

## 1 Introduction & Purpose of this report

UCU has previously published reports on the gender pay gap in further education, but has never before published a report looking at the issue of gender and equal pay in further education at this level of depth. This report aims to use all available data sources to analyse the gender pay gap in further education in the UK, to expand upon previous analyses and to draw attention to the drivers of the discrepancies in pay between men and women working across all teaching and management roles in further education.

This report seeks to address these weaknesses by presenting all gender pay gap data for all job and staff types within UCU's sphere of influence in every table. Furthermore, this report includes clearly stated gender balance figures for every job and staff types, and also focuses on issues of gender balance within job and staff types - a primary driver of the gender pay gap in UK further education colleges.

## 2 Data sources

Previously, due to a paucity of centrally collected data available at the individual college level, UCU has exclusively used data from its annual programme of Freedom of Information (FOI) requests to report on gender pay issue in the further education sector.

In this report, however, the FOI data is supplemented by data submitted to the Education and Training Foundation's (ETF) Staff Individualised Record Data Insights.<sup>1</sup> This hybrid data collection is the result of a new data sharing agreement between the ETF, the Association of Colleges (AoC) and UCU, instituted for the 2016/17 data collection round. The aim is that the data sharing agreement will eventually produce a single robust dataset which provides all sector stakeholders with all further education staff data they need, and that it will also prove to be significantly less burdensome for colleges than completing two separate data collection exercises each year.

The first year of the data sharing agreement has seen 89 colleges participating by providing UCU access to their ETF Staff Individualised Record data to varying degrees of completeness, and a further 122 colleges, those who opted out of/did not respond to invitations to participate in data sharing, providing data in response to UCU's FOI requests.

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<sup>1</sup> Further detail on SIR data insights is available here: <http://www.et-foundation.co.uk/research/workforce-data/>



Overall, this report includes data from 208 of the 220 ESFA funded further education colleges in England, and contains 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 data was cleaned to ensure that any extreme outliers caused by amplification of incorrect Full Time Equivalent (FTE) fractions were removed. This process removed people with FTE fractions of 0.19 or less and/or those with unrealistically high FTE salaries from the data provided by the ETF.

### 3 Staff types

All data in this report is presented for each of the four staff types for which UCU represents people working in further education. The four staff types are leadership and management, Advanced Teaching and training, Lecturers and Non-Lecturer Curriculum Delivery staff (Trainers/Instructors/Assessors/Verifiers). Each of these staff types is defined below:

- **Leadership and Management** – Staff engaged wholly in the management of the college without teaching responsibilities, including the senior management team but not including the principal.
- **Advanced teaching and training** – Senior teaching staff with course co-ordination and/or management responsibilities, including staff who have responsibility for improving the pedagogy of other teaching staff.
- **Lecturers** - The main grade of staff for the delivery of the curriculum, including the theoretical underpinning of knowledge.
- **Non-Lecturer Curriculum Delivery staff (Trainers/Instructors/Assessors/Verifiers)** – Staff who deliver classes/ curriculum or conduct assessment but are not lecturers. These may include instructors, trainers, tutors, assessors verifiers etc. who are employed on non-lecturer contracts and receive sub-lecturer grades of pay.

## 4 Calculation and presentation of findings

This report focuses on two factors that have been identified as primary drivers of the gender pay gap in further education - the gap expressed in terms of mean average salary and gender balance/imbalance for leadership and management, advanced teaching and training, lecturers and non-lecturer curriculum delivery staff including assessors, trainers, instructors and verifiers.

As the prevalence and potential causes of gender pay gaps and imbalances are not uniform across job types, all tables and charts in this report are presented for each of the four job types or levels of seniority where UCU has members.

In order to provide as much detail as possible about the career points where differences become most apparent and to demonstrate the career points where they have the most impact all charts show how staff are spread across the current further education pay scales.<sup>2</sup>

The gender pay gap is calculated throughout the report in the following way:

$$(\text{Male salary} - \text{Female salary}) / (\text{Male salary}) \times 100 = \% \text{ Gender Pay Gap}$$

Average salaries are presented as mean averages, with the gender pay gap shown in monetary and percentage terms.

Some previous analyses of the gender pay gap have sought to downplay gaps of less than 5% as insignificant. By contrast, this report considers all gender pay gaps worthy of reporting and does not seek to diminish any gaps by placing an arbitrary judgement on whether they should be considered significant.

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<sup>2</sup> [https://www.ucu.org.uk/fescales\\_england](https://www.ucu.org.uk/fescales_england)

## 4 Gender pay gap

### 4.1 Gender pay gap by job type

Table 1: Mean Gender pay gap 2016/17 by staff type

<b>Staff type</b>	<b>Mean average annual pay - Female</b>	<b>Mean average annual pay - Male</b>	<b>Difference £</b>	<b>Gender pay gap %</b>
Leadership and Management	£44,165	£47,354	£3,189	6.7%
Advanced Teaching and Training	£35,432	£35,439	£7	0.0%
Lecturers	£29,366	£30,374	£1,008	3.3%
Trainers, Instructors, Verifiers, Assessors	£22,534	£23,503	£970	4.1%

Table 1, above, shows the mean gender pay gap for staff employed at colleges in England in 2016/17 by each of the four staff types within UCU's sphere of influence, and shows the gap in both monetary and percentage terms.

The largest gender pay gap is found among leadership and management staff – 6.7%, an average of £3,189 per year. The second largest gap is among Trainers/Instructors/Assessors/Verifiers at 4.1%, an average gap of nearly £1,000 per women 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. The advanced teaching and training grade covers spine points 37 to 41 only, a range of approximately £4,500, and thus provides less opportunity for gender based divergence to develop.

The gender pay gap among lecturers is 3.3%, or £1,008 per year. This figure is very similar to the 2.95% pay gap for teaching staff reported by the ETF in their most recent report on the further education workforce in England.<sup>3</sup> The 3.3% figure found in the hybrid UCU/ETF is slightly lower than the 4.4% mean gender pay gap reported in the *Annual Survey of Hours and Earnings Gender Pay Gap Tables for 2017*.<sup>4</sup>

## 4.2 Statutory reporting of the gender pay gap

From April 2018 all employers with more than 250 staff are legally required to publish six key indicators of gender pay annually. This legislation presents an opportunity for higher education employers to extend the minimal statutory reporting requirements to a detailed and meaningful equal pay review.

Employers are legally required to publish six calculations showing their:

1. average gender pay gap as a mean average
2. average gender pay gap as a median average
3. average bonus gender pay gap as a mean average
4. average bonus gender pay gap as a median average
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. proportion of males and females when divided into four groups ordered from lowest to highest pay.

Of primary interest to UCU in this instance are calculations 1, 2 and 6. As of May 2018 approximately 190 further education colleges in England have complied with this statutory requirement and published their 2016/17 gender pay gap data.

UCU has extracted data for 198 (of 220 total) 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 9.9%. The range of mean gender pay gaps reported by individual colleges is wide, from a 25.9% gap in favour of men (Leeds College of Building) to a 3.3% gap in favour of women

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<sup>3</sup> <http://www.et-foundation.co.uk/wp-content/uploads/2018/03/Staff-Individualised-Records-Data-Report-SIR-25-2016-17.pdf> p.57

<sup>4</sup> <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>

(Hackney Community College). There are nine colleges that report a mean gender pay gap of 20% or more, and 92 colleges (46.5% of all those we have the statutory reporting data for) that report a mean gender pay gap for all staff of more than 10%.

The median gender pay is even greater, with a greater range than the mean gap, from 40.4% in favour of men (Hartlepool College of Further Education) to 34.4% in favour of women (Kent College, Canterbury). 25.8% of all colleges (51 of 198) report a median gender pay gap for all staff that is greater than 20% and 68.2% (135 of 198) of colleges report a median gender pay gap of 10% or greater.

Table 2: Statutory reports of proportion of females and males by quartile

	Male %	Female %
Lower quartile	28.3	71.7
Lower middle quartile	32.6	67.4
Upper middle quartile	41.1	58.9
Top quartile	44.0	56.0

Employers are required to report the percentage of male and female staff in each pay quartile of their workforce. Table 2 shows the average split between female and male staff for the 198 colleges that have reported. Women are the majority of staff across all four quartiles, but the majority reduces as pay increases. For example, women are 71.7% of those paid in the lowest quartile, and 56.0% of those paid in the highest quartile.

This shows that while further education is a majority female workforce (at all levels of seniority) the representation of women declines markedly as pay and seniority increases.

## 5 Gender balance

Table 2: Gender balance by staff type

Staff type	Female Headcount	Male Headcount
Leadership and Management	3,745	2,729
Advanced Teaching and Training	1,876	1,250
Lecturers	18,155	13,690
Trainers, Instructors, Verifiers, Assessors	3,541	2,916

Table 2 (above) and Figure 1 (below) show how the approximately 48,000 staff included the data analysed for this report are split by gender across each of the four staff types.

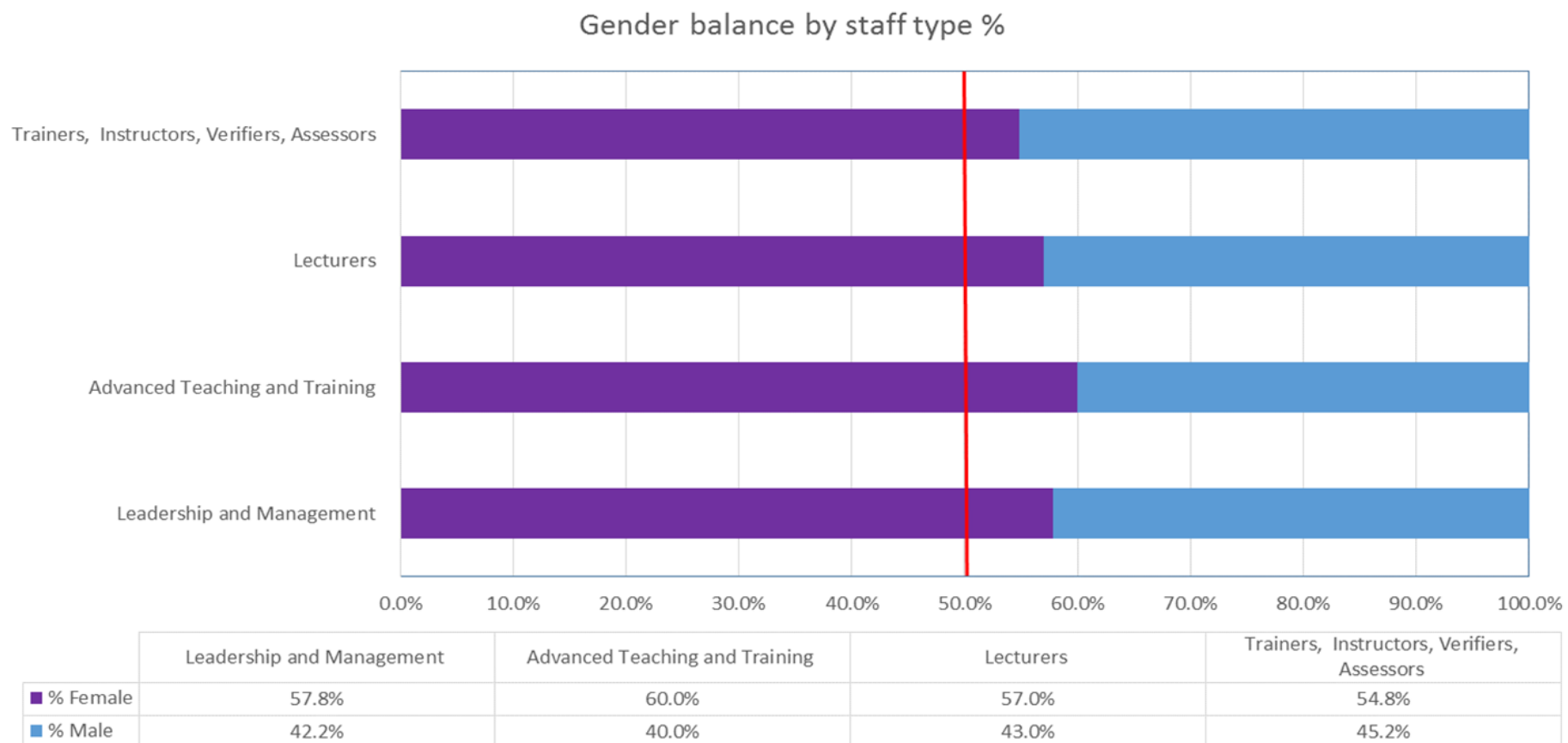
Women are the majority at all grades and account for 57.8% of leadership and management, 60.0% of advanced teaching and training staff, 57.0% of Lecturers and 54.8% of trainers, instructors, verifiers and assessors. The gender division of staff in further education is remarkably consistent across all grades and has not shifted significantly over time. Various analyses over the past five years<sup>5</sup> have consistently found that between 56% and 59% of teaching staff are female.

Unlike in higher education, where the gender balance for the total academic workforce is 45% female/55% male, and there is a very clear and continuous decline in the number of women present as grades progress into the mid-career and professorial level to the point where women are less than one quarter of staff and endure the largest gender pay gap, in further education there is no pay advantage to women being in the majority, despite making up the majority of staff at all levels, and there is no relationship between gender balance and the size of the gender pay gap for any staff type.

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<sup>5</sup> <http://www.et-foundation.co.uk/wp-content/uploads/2014/09/SIR-Report.pdf> p.7 & UCU internal analyses 2014.

Figure 1: Gender balance % by staff type



## 6 Gender stratification across the pay spine

### 6.1 Qualified Lecturers

Looking at the gender balance of college staff at each point of the national pay spine helps to give an indication of the career points where divergence may contribute to the gender pay gap. It also allows us to identify potential clustering at specific points of the scale and potential blockages or barriers to progression.

In England, the further education pay spine covers 68 points between £19,258 and £91,176<sup>6</sup> and is intended to cover all staff except college principals and CEOs. The qualified lecturer grade covers a condensed 8 point spine between points 23 and 37 (with even numbered points removed) which equates to an annual salary range between £24,202 and £36,524. Theoretically, all qualified lecturers should be employed on points between these figures. In reality there is significant diversion from the pay spine, and lecturers tend to cluster at certain points of the scale.

Figures 2 and 3, on the following pages, show the distribution of all lecturers across the spine points. As expected the number and percentage of lecturers per spine point increases as the scale progresses and peaks at points 33 and 35, which account for a combined 28.7% of all lecturers. Examining at the percentage spread of lectures across the spine also reveals that there are a significant proportion (6.9%) of qualified lecturers paid less than £19,257, the lowest point on the pay spine. Further investigation in future data collection rounds is need to determine the extent to which data entry error or job type miscalculation accounts for this discrepancy.

It is striking that only 5.3% of qualified lecturers are positioned at the top of the scale, point 37, with a further 4.1% spread across spine points above 37. These points are described on the pay scale document as “discretionary recruitment, retention and motivation pay points” and there is no clear criteria by which they are applied. Some colleges provide transparent requirements for accessing pint 37, such as full teaching qualifications, whereas others allow limited access to some staff without providing any clear explanation of the criteria required to gain access.

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<sup>6</sup> The full Further Education pay spine is available here - [https://www.ucu.org.uk/fescales\\_england#q1](https://www.ucu.org.uk/fescales_england#q1)



Figure 2 Total number of lecturers per spine point

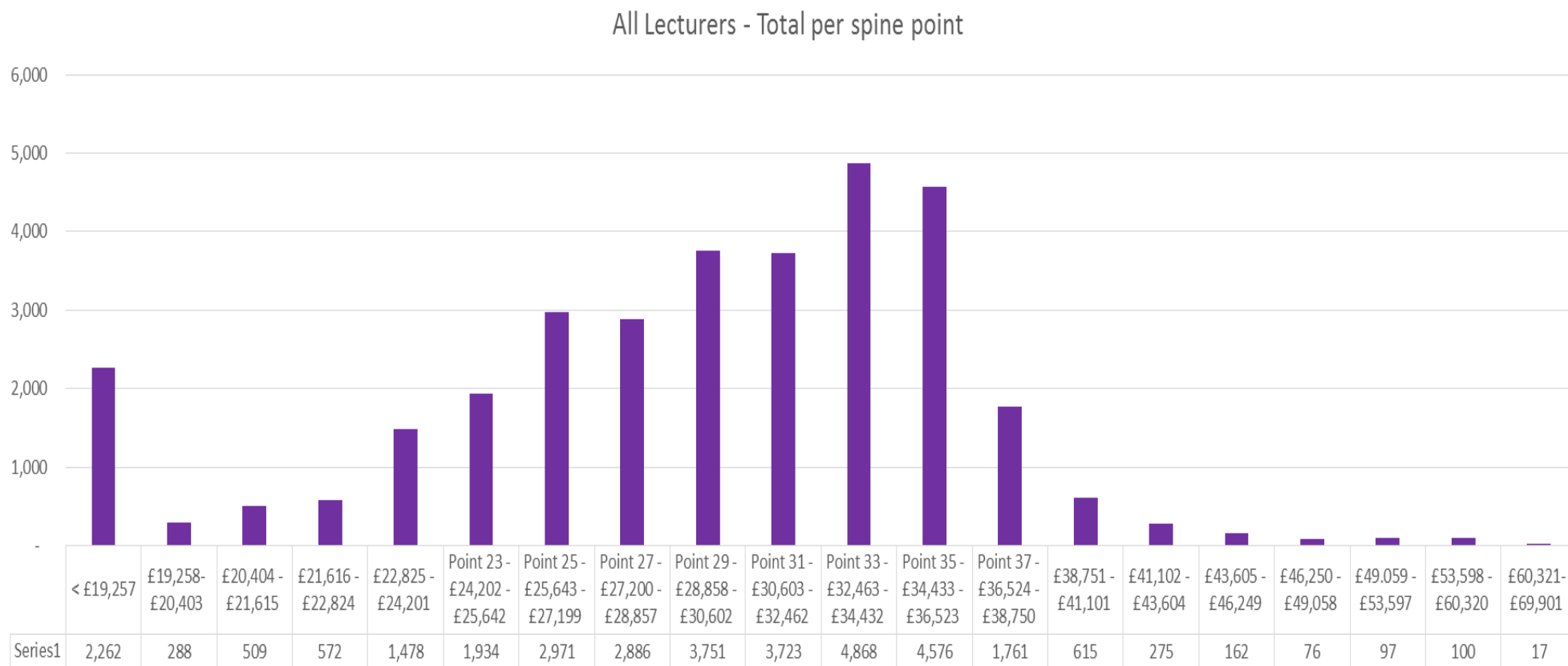


Figure 3 Percentage of lecturers per spine point

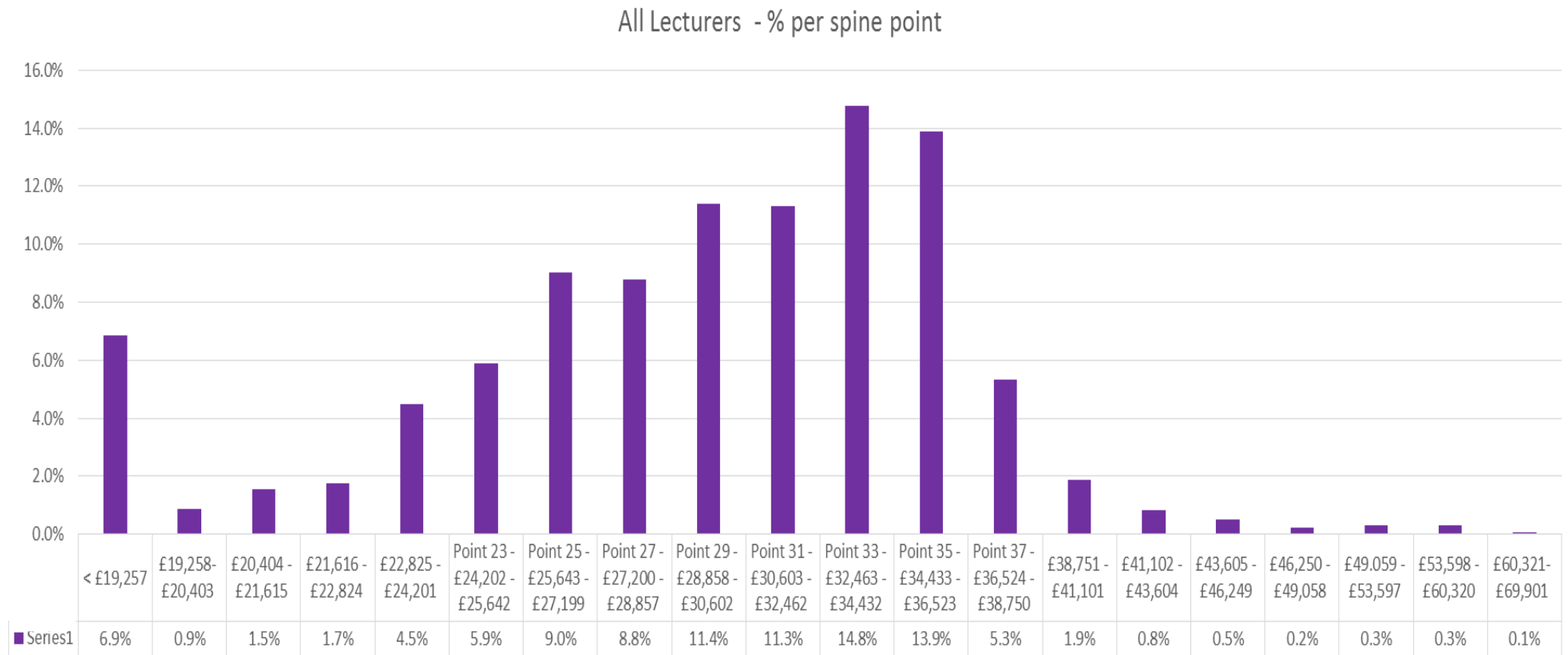


Figure 4 Total number of male and female lecturers per spine point

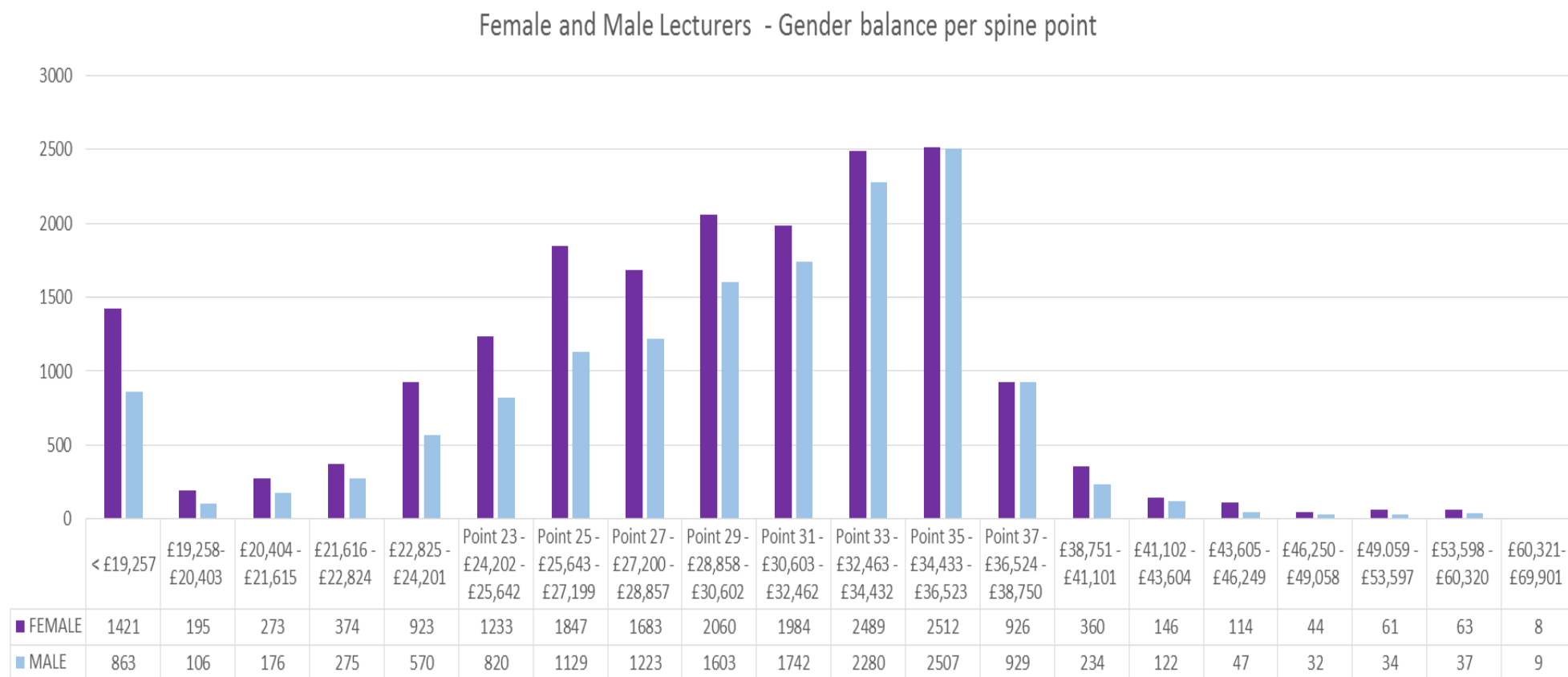
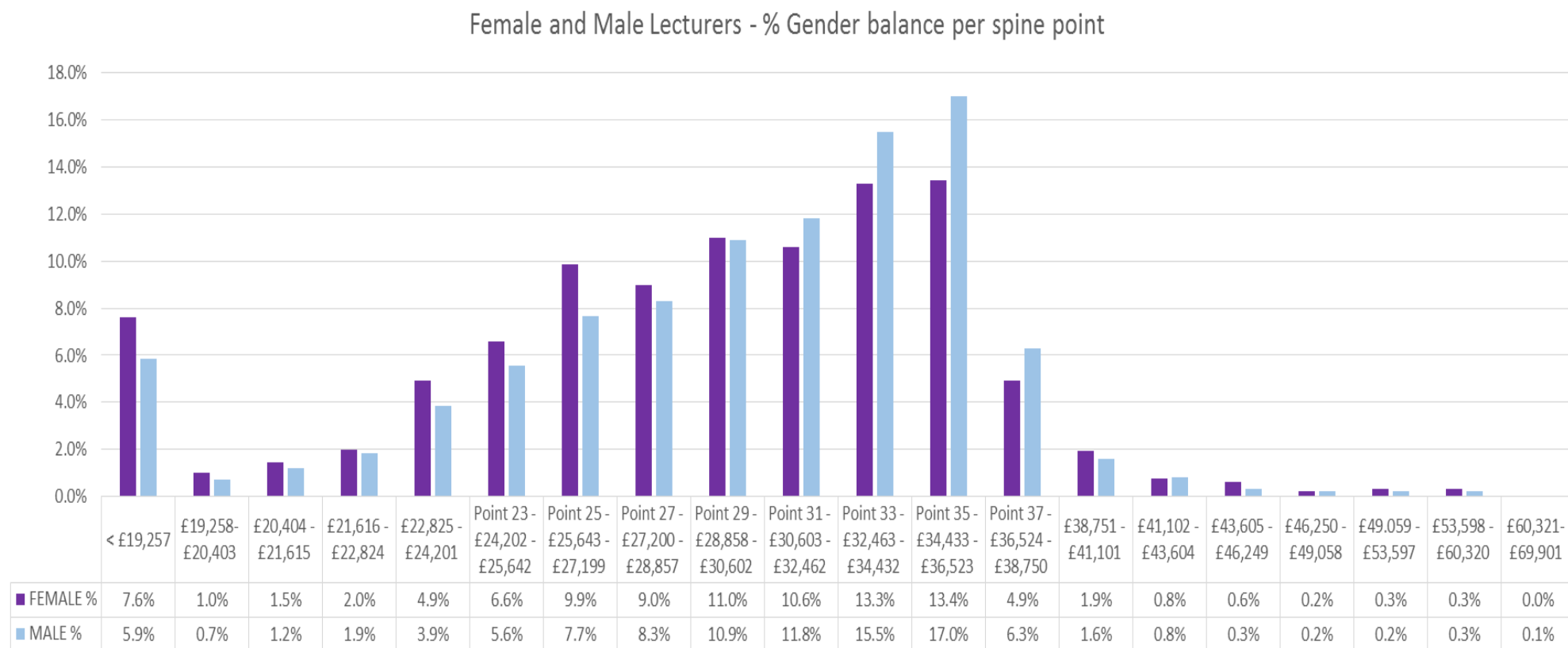


Figure 5 Percentage of male and female lecturers per spine point



Figures 4 and 5, above, show how the salaries of female and male lecturers map onto the pay spine. Figure 4 shows the total number per spine point and figure 5 shows the percentage of men and women at each point. The most striking aspect of this chart is the subtle shift in the proportions of men and women as the pay spine progresses. At every spine point up to point 29 there are proportionally more women than men but at every point from 31 to the top of the spine (point 37) there are proportionately more men, and the over-representation of men and underrepresentation of women increase with each increment and peaks at point 35.

The stratification of lecturers across the eight point scale is particularly evident when we consider the total percentages of female and male lecturers in the top and bottom half of the scale. More than a third (36.4%) of female lecturers are on points 23 – 29, in the bottom half of the 8 point spine, compared to 32.4% 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 42.3% of female lecturers.

This disparity is shown in figure 6, below. The chart shows the over or under representation of females at each spine point by subtracting the total percentage of female staff from the total percentage of male staff at each point. The boundaries of the 8 point scale are marked by vertical red lines. Figure 6 also shows the substantial overrepresentation of female staff below the 8 point scale, and a slight overrepresentation of women above the scale.

Figure 6 Over/underrepresentation of female lecturers per spine point



## 6.2 Assessors, Trainers, Instructors and Verifiers

Assessors, Trainers, Instructors and Verifiers are defined by UCU as “staff who deliver classes/ curriculum or conduct assessment but are not lecturers. These may include instructors, trainers, tutors, assessors, and verifiers who are employed on non-lecturer contracts and receive sub-lecturer grades of pay.” They are also sometimes referred to as ‘unqualified lecturers’ or ‘non-lecturer curriculum delivery staff’. UCU has long held that whilst these staff are usually paid below the 8 point scale for qualified lecturers, they are increasingly being required to work at a level of skill and responsibility traditionally undertaken by lecturers, without the accompanying access to the lecturer pay spine.

Figure 7 Total number of male and female assessors, trainers, instructors and verifiers per spine point

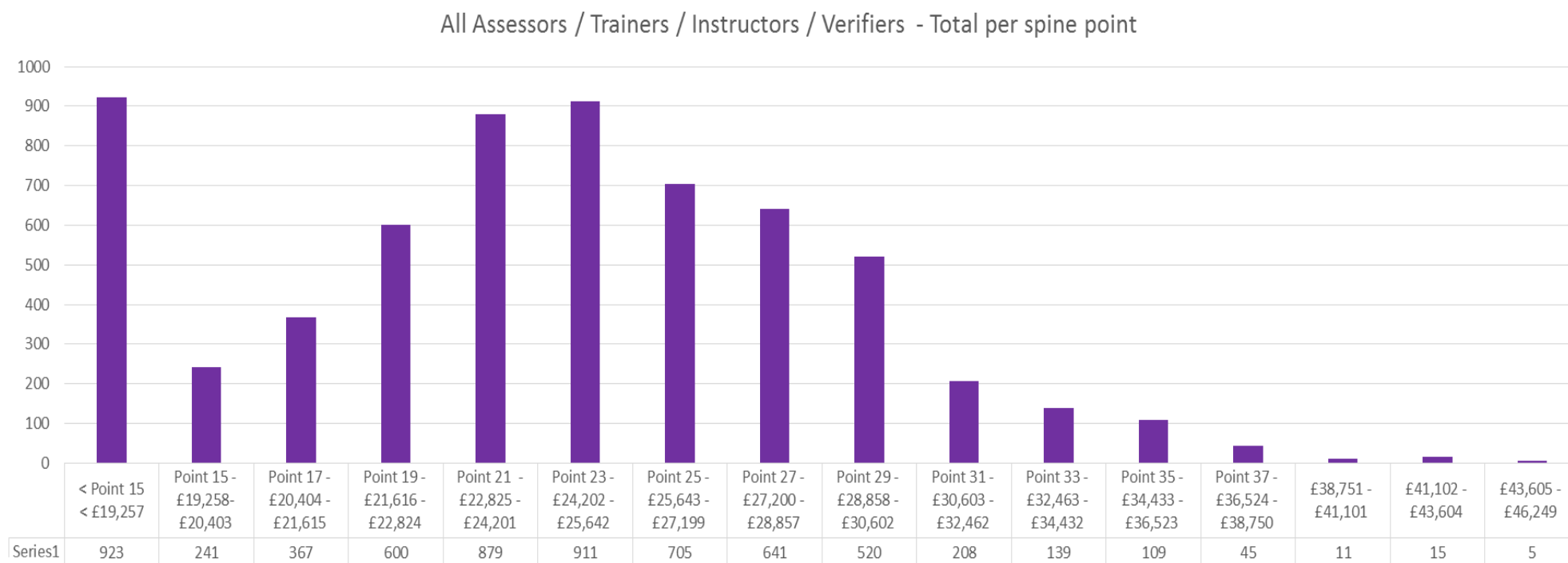


Figure 8 Percentage all assessors, trainers, instructors and verifiers per spine point

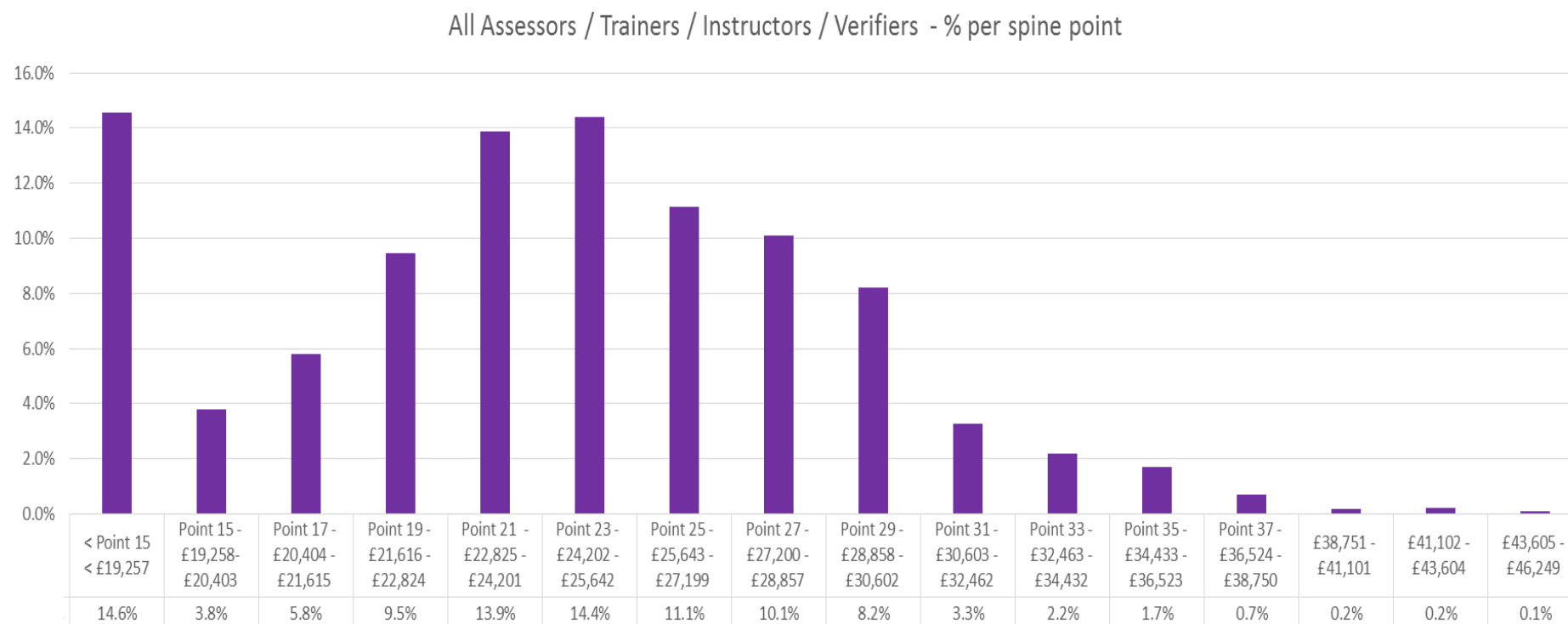


Figure 7 and 8, above, show the total number and percentage of all assessors, trainers, instructors and verifiers at each spine point. The 'unqualified lecturer' scale covers points 15 to 21 of the FE England pay scale, with points 16, 18 and 20 removed. These charts show that while a substantial number of assessors, trainers, instructors and verifiers are gaining access to spine points above the traditional cut off for their grade, the proportions decline rapidly from point 25 onwards.

Significantly, the largest proportion (14.6%) of assessors, trainers, instructors and verifiers are below point 15, the bottom of the scale, with an annual salary of less than £19,257 per year.

Figure 9 Total number of male and female assessors, trainers, instructors and verifiers per spine point

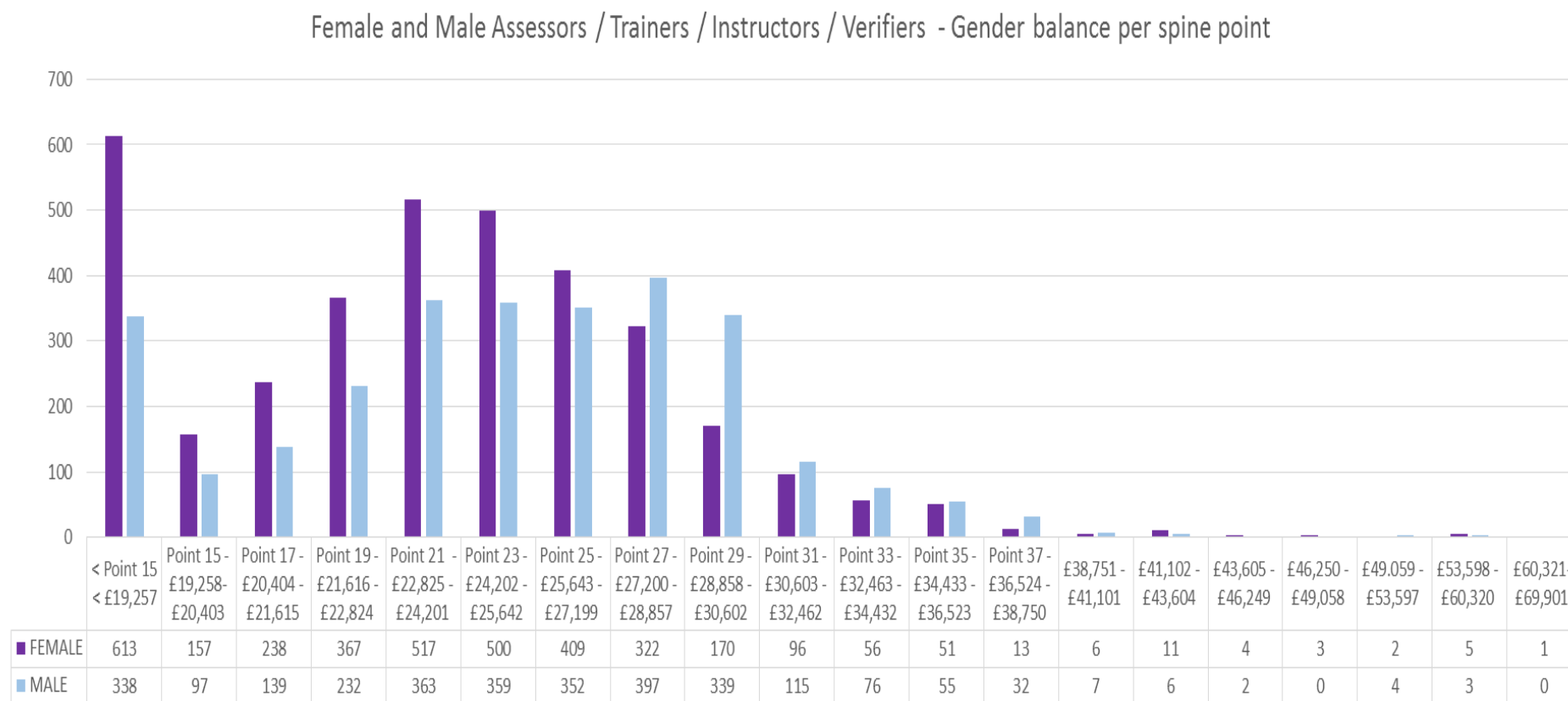
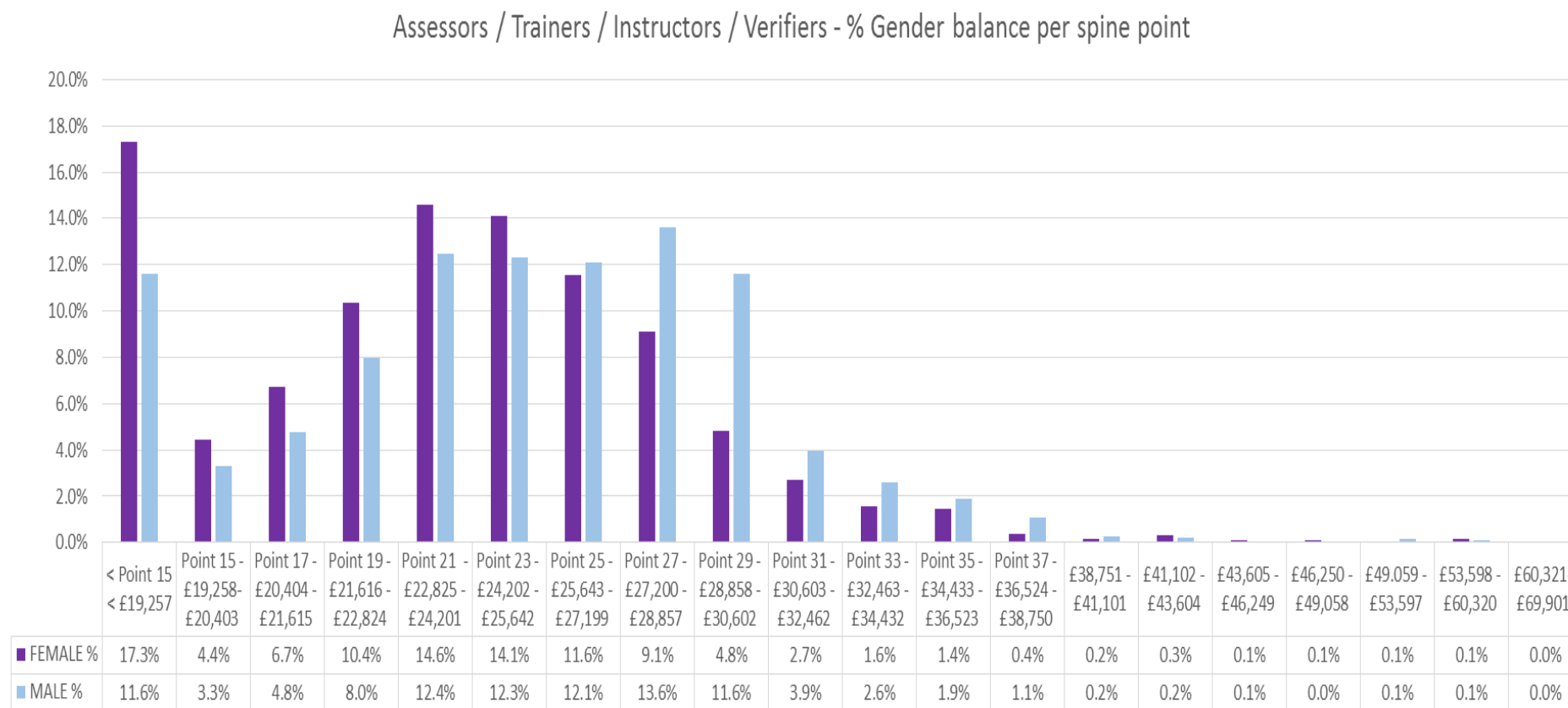




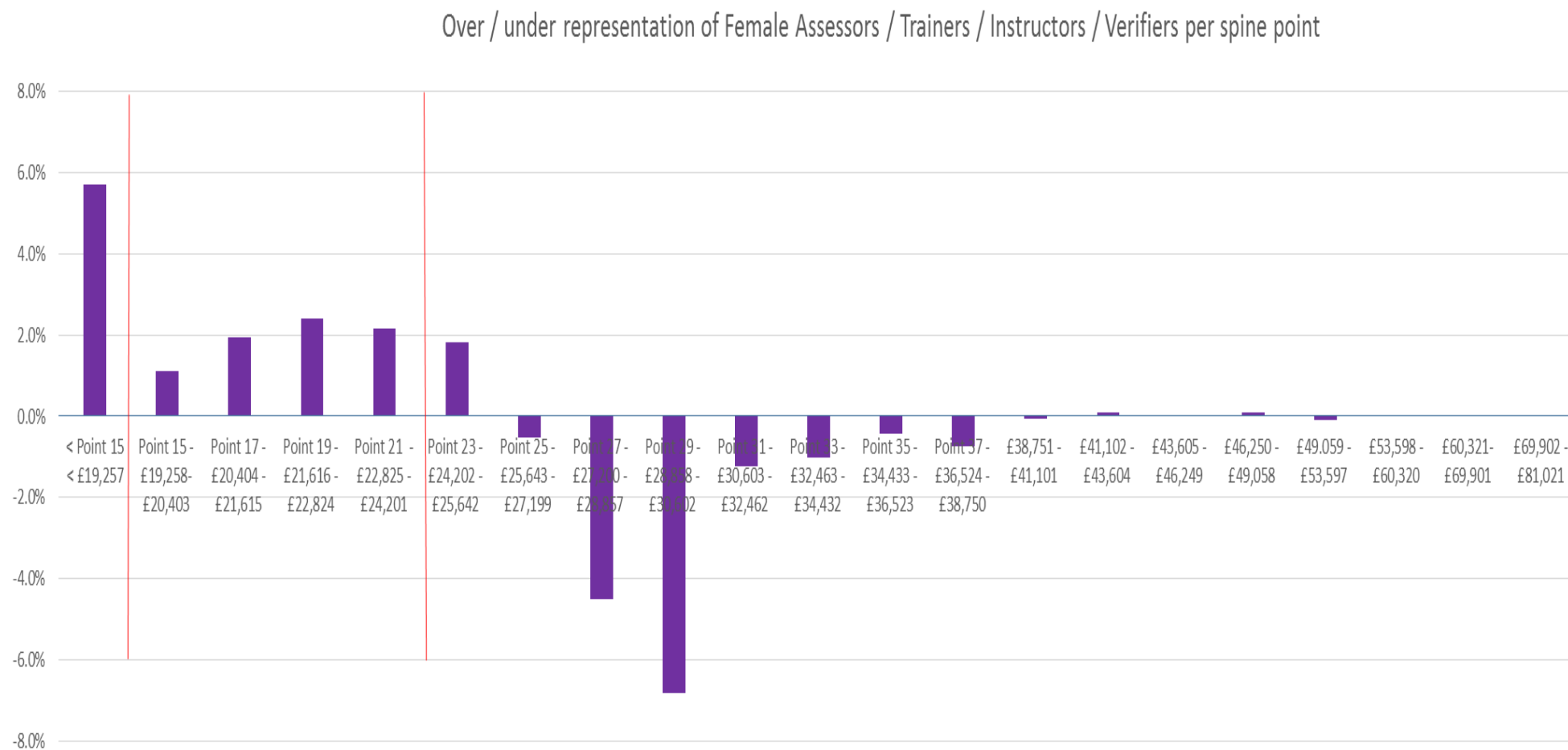
Figure 10 Percentage of male and female assessors, trainers, instructors and verifiers per spine point



While there are a significant percentage of assessors, trainers, instructors and verifiers positioned above the point 21 cut off for their grade, examining the percentages of female and male assessors, trainers, instructors and verifiers across the pay spine reveals that males are proportionally overrepresented at all the higher points. Conversely, there are proportionally more women than men at every point from 23 and below, and proportionally more men than women at every point above point 23. The split, as shown in figure 11 above, replicates the pattern seen for lecturers, with the bottom half (point 23 and below) showing an overall

overrepresentation of women of 15.2 percentage points, and the top half (point 25 to 37 showing an almost precisely equal overrepresentation of men (15.3 percentage points).

Figure 11 Over/underrepresentation of female assessors, trainers, instructors and verifiers per spine point



## 6.3 Advanced Teaching and Training Staff

Advanced teaching and training staff are defined by UCU as “senior teaching staff with course co-ordination and/or management responsibilities, including staff who have responsibility for improving the pedagogy of other teaching staff”, and according to the further education England pay scale they should occupy spine points 37 (£36,524) to 41 (£41,102) of the pay spine. Data for advanced teaching and training staff is drawn from the 122 colleges that responded UCU’s Freedom of Information request only, as the ETF data collection does not separate this staff type from the broader management category.

Figure 12 Total number advanced teaching and training staff per spine point

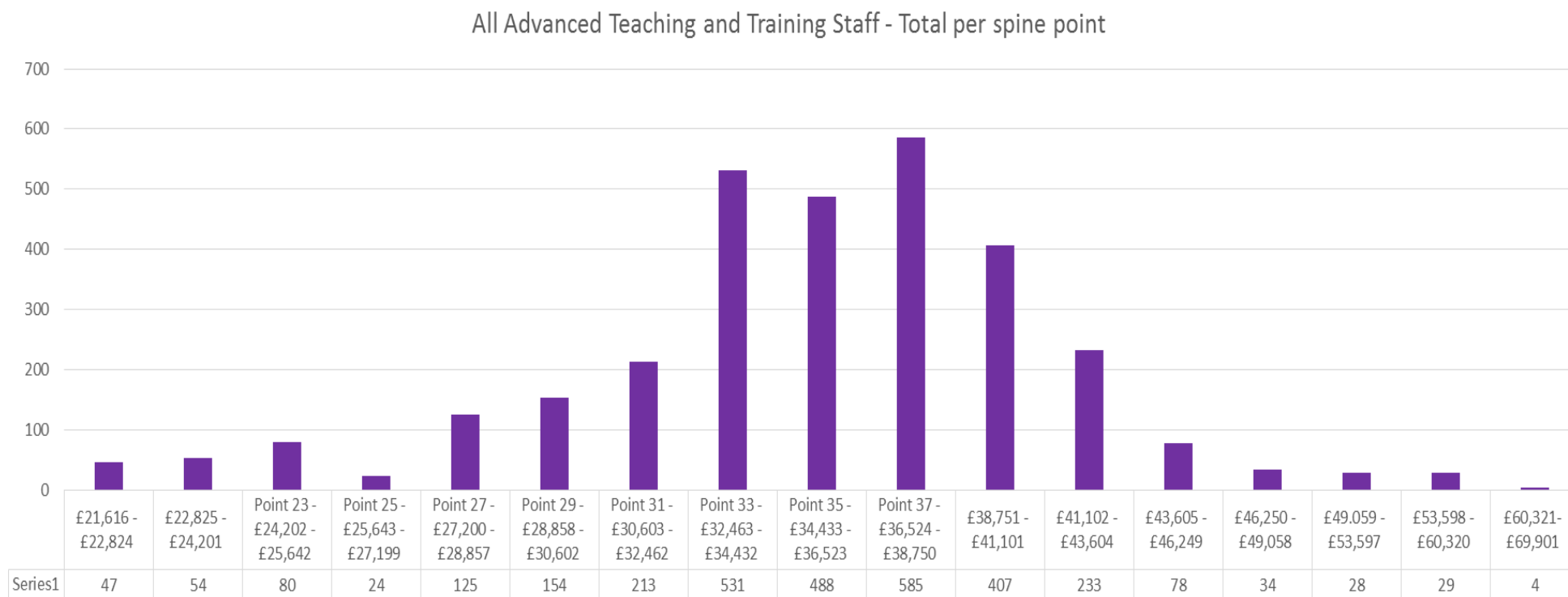
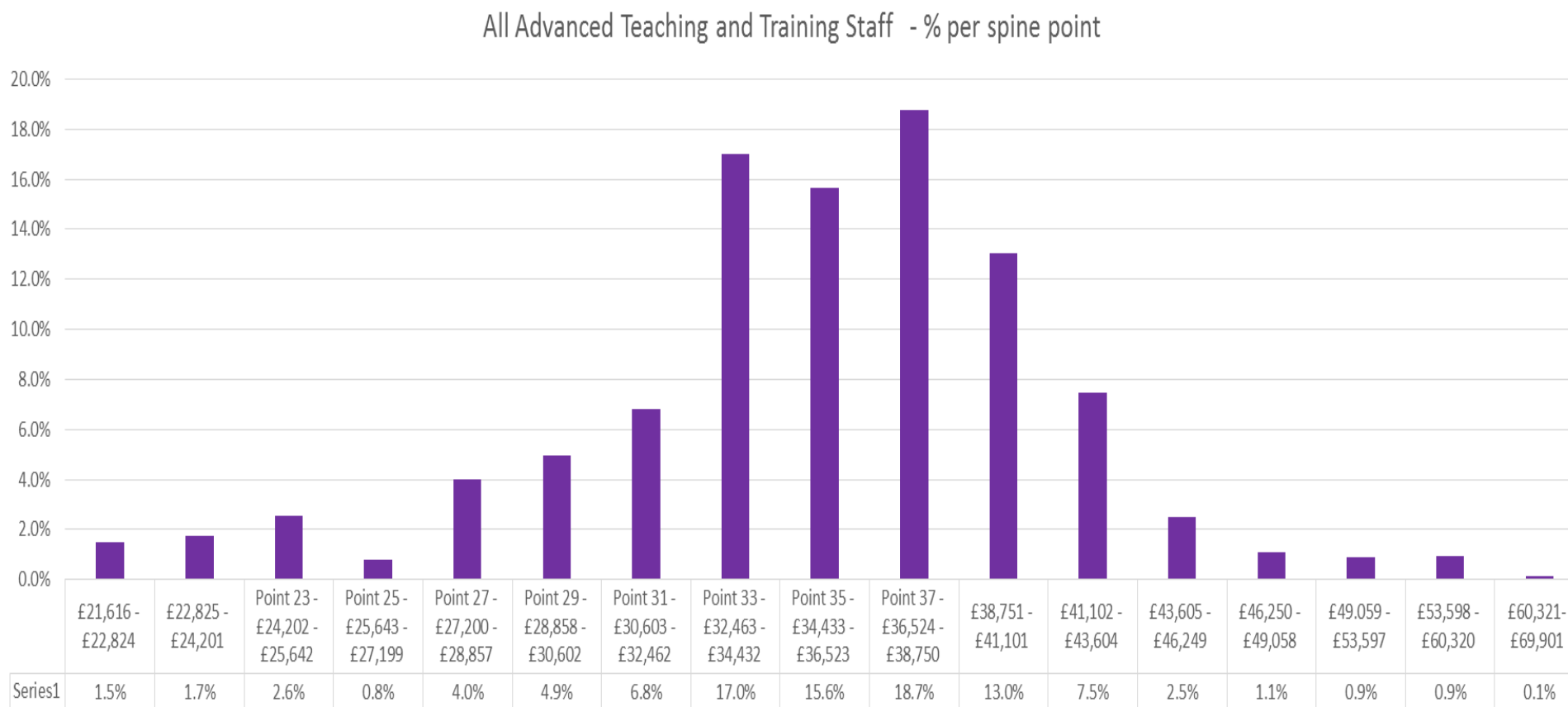


Figure 13 Percentage advanced teaching and training staff per spine point



Figures 12 and 13, above, show the number and percentage of all advanced teaching and training staff at each point of the pay spine. Although the specified spine points for this job type are 37-41, there are a substantial number of staff employed on points below point 37. The majority (55.3%) are employed on points 35 and below and 39.2% are paid within the specified range. 5.6% are employed above point 41.

Figure 14 Total number male and female advanced teaching and training staff per spine point

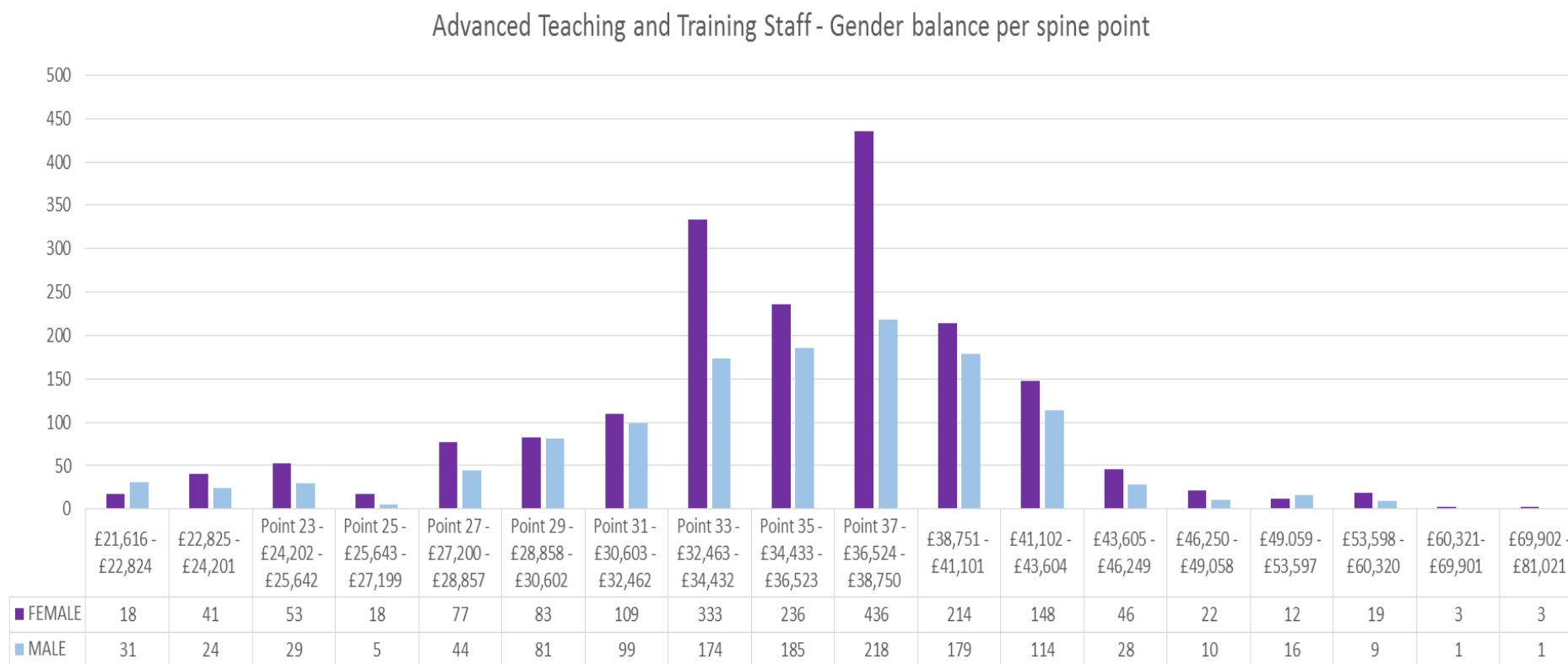
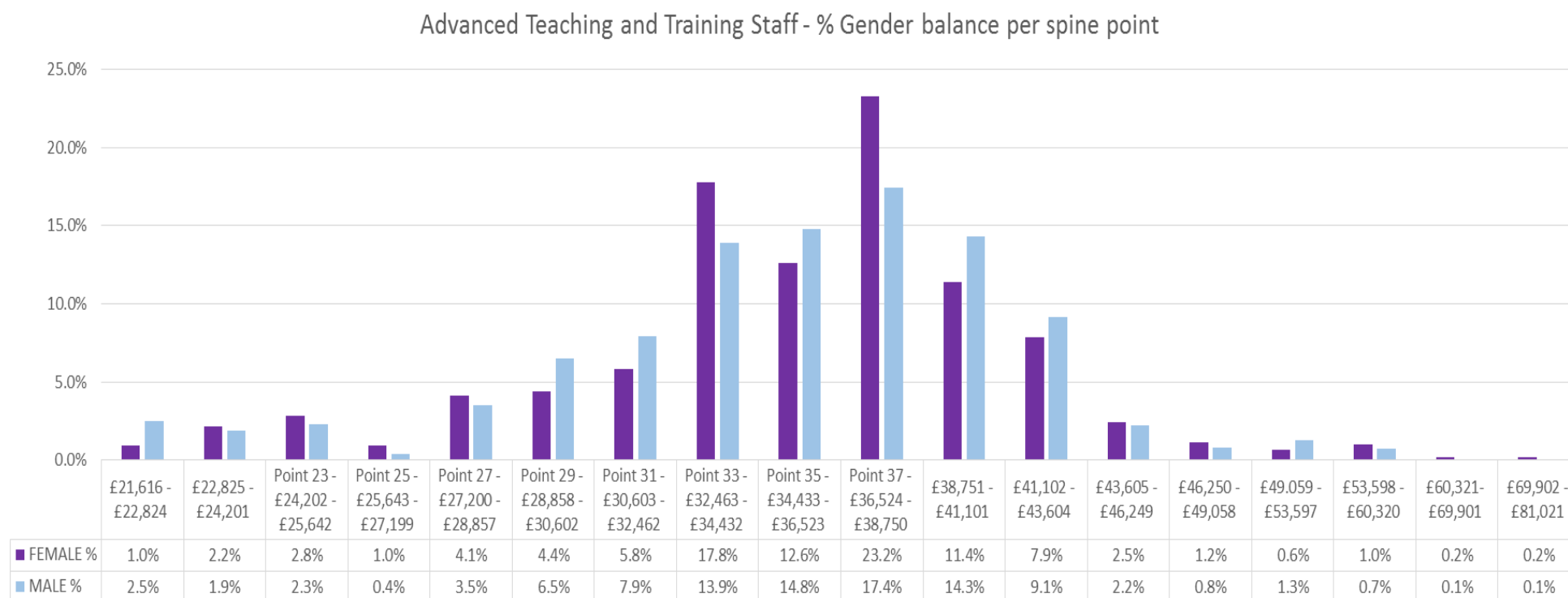


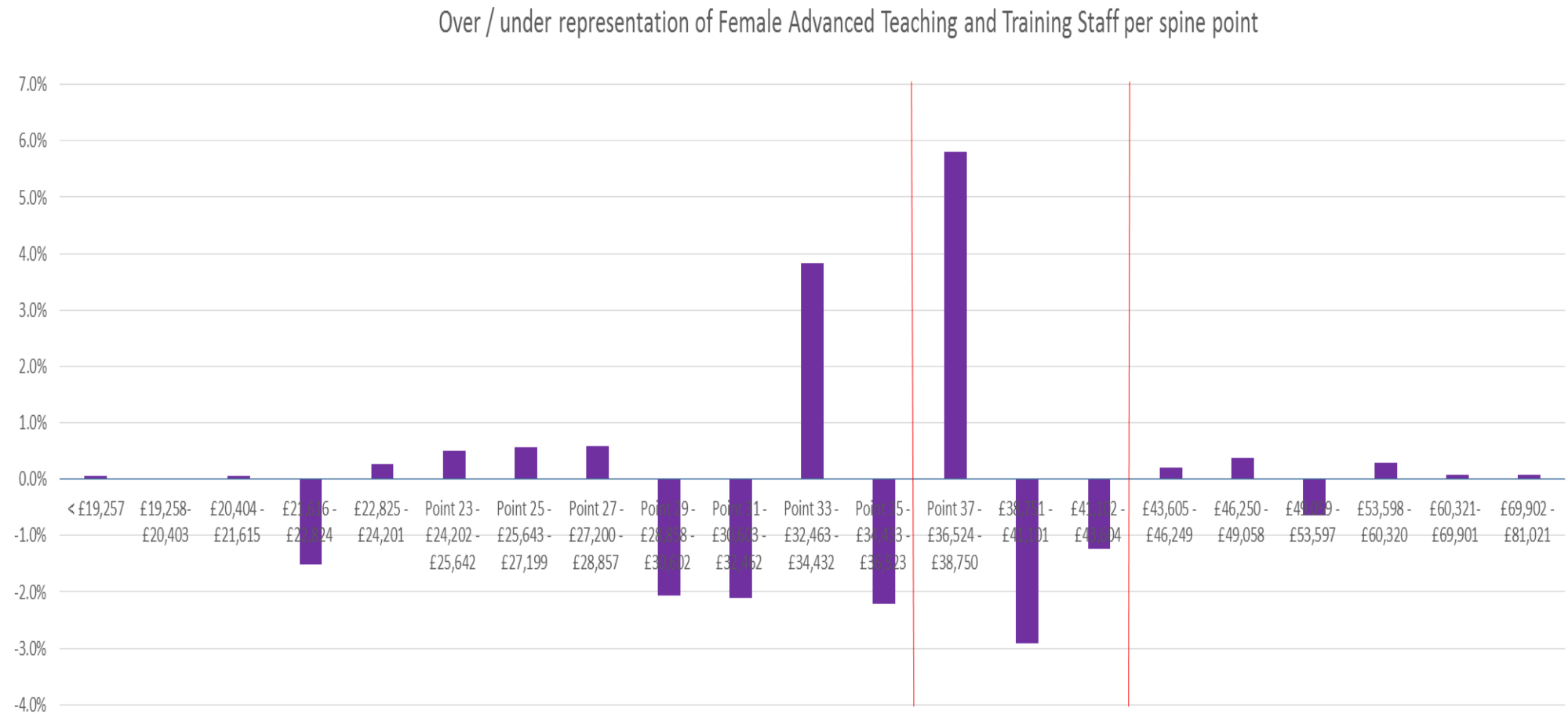
Figure 15 Percentage of male and female advanced teaching and training staff per spine point



Figures 14 and 15 show the number and percentage of female and male advanced teaching and training staff at each point of the pay spine. While there is no clear split across the spine as there is for other job types where there are a clear majority of women in the lower half of the spine and a clear majority of men in the upper half, there is a gender distinction in the upper range of the scale.

As shown in Figure 16, on the following page, women proportionally outnumber men by 5.8 percentage points at point 37 (ostensibly the bottom of the advanced teaching and training pay scale) and men outnumber women by 4.1 percentage points at the two higher points of the scale.

Figure 16 Over/underrepresentation of female advanced teaching and training staff per spine point



## 6.4 Leadership and Management

Leadership and management staff are defined by UCU as “staff engaged wholly in the management of the college without teaching responsibilities, including the senior management team but not including the principal”. The pay spine for leadership and management staff includes all points from point 37 (£36,524) to beyond the top point of 68 (£91,176).

Figure 17 Total number leadership and management staff per spine point

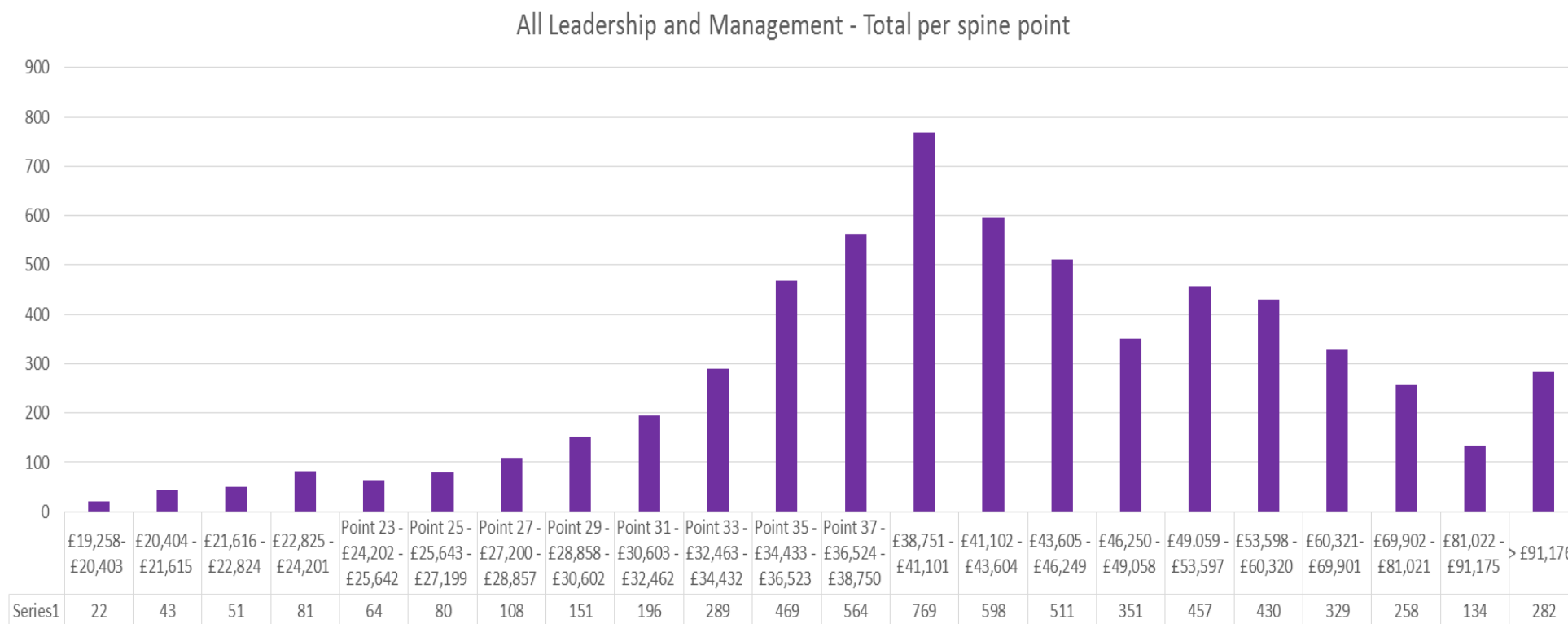




Figure 18 Total percentage of leadership and management staff per spine point

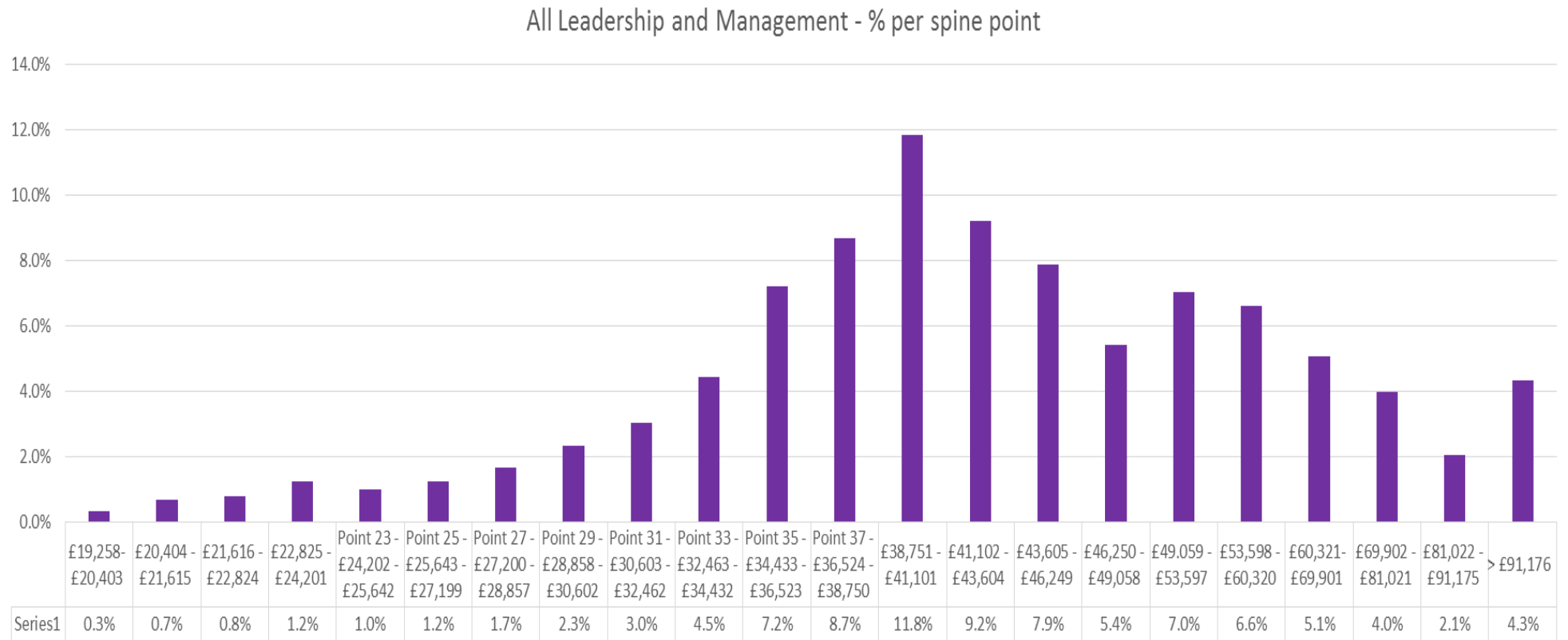


Figure 19 Total number of female and male leadership and management staff per spine point

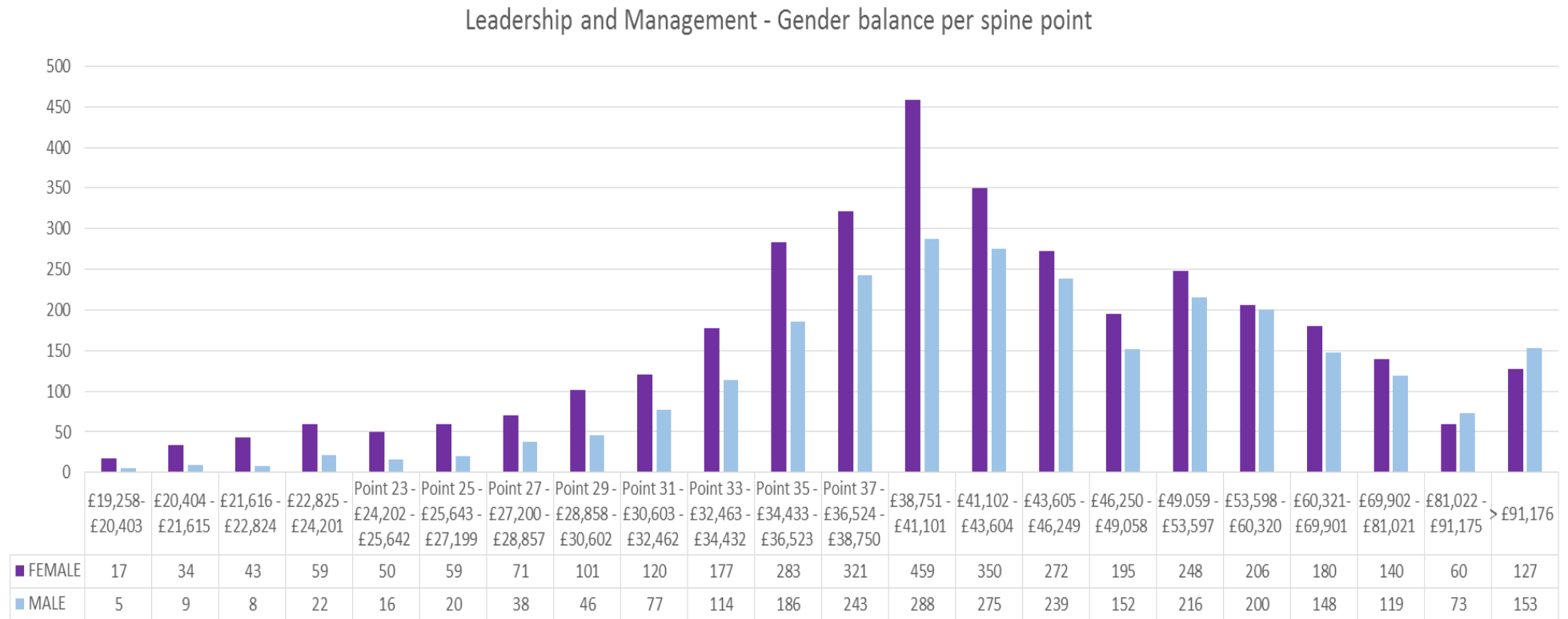
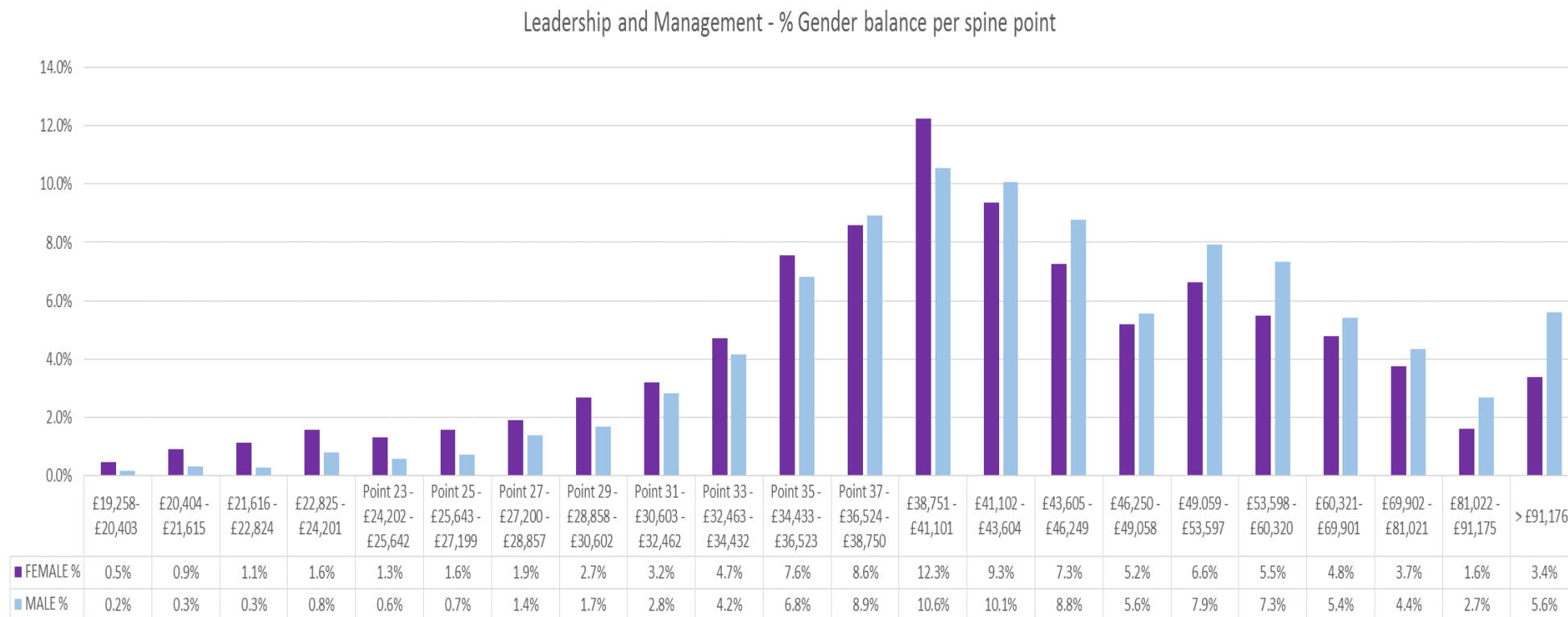


Figure 20 Total percentage of female and male leadership and management staff per spine point



The distribution of female and male managers across the pay spine follows a similar pattern to teaching staff, in that women proportionately outnumber men in the lower parts of the scale, and men outnumber women at the top. 52.5% of women occupy points 41 or below, while 42.3% of men occupy these spine points. Conversely, 57.7% of male managers are paid above £41,102 (point 41) compared to 47.5% of female managers.

Figure 21 Over/underrepresentation of female leadership and management staff per spine point

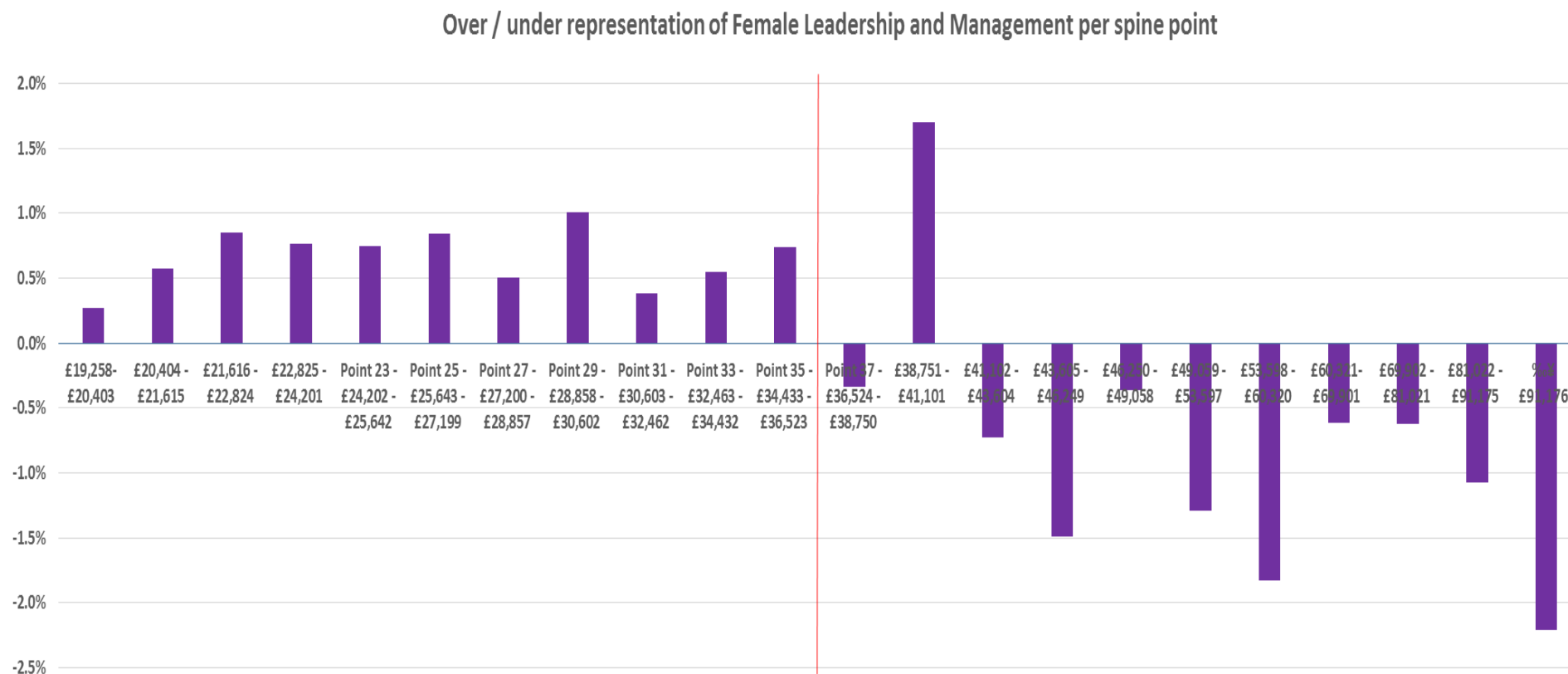


Figure 21 shows the stark differences in male and female managers' pay when charted in terms of proportional over or underrepresentation at each spine point.

Women are overrepresented at every point up to spine point 35, and underrepresented at every point (except one) from point 37 upwards, and men are overrepresented.

Men are particularly overrepresented among senior managers, who are above the very top of the pay spine (>£91,176), and among what could be termed the "upper middle" range of management covering points 47-54 (£49,059 - £60,320).

## 7 Next steps for action on the gender pay gap

Some further education employers have engaged positively with UCU and in collaboration have produced thorough equal pay audits with clear plans for action. However, it is clear that many employers are not currently carrying out equal pay reviews with UCU branches. Also of concern is that some employers that do complete equal pay reviews, but many are producing documents that don't contain the level of detail needed to identify the causes of unequal pay and are failing to commit to concrete action to actually close the gender pay gap.

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.

The report has attempted to provide a clear overview of how divergence across the pay spine contributes to the overall gender pay gap in further education, and how this divergence on staff across the teaching and management grades at an aggregate level. This section suggests steps that UCU branches can take locally to raise and address the gender pay gap at their colleges, and the following section seeks to provide resources (including data, step by step guidance and model claims) that branches can use to construct and negotiate gender pay claims locally.

### 7.1 Equal pay audits and reviews

The AoC has recently published 'analysing the gender pay gap: a toolkit for colleges' to advise their members on how to properly conduct a thorough equal pay audit. 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.

This 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 toolkit document is available here: [AoC Gender Pay Toolkit](#)

## 7.2 New statutory gender pay reporting requirements

From April 2018 all employers with more than 250 staff are legally required to publish six key indicators of gender pay annually. This legislation presents an opportunity for higher education employers to extend the minimal statutory reporting requirements to a detailed and meaningful equal pay review.

Employers are legally required to publish six calculations showing their:

- average gender pay gap as a mean average
- average gender pay gap as a median average
- average bonus gender pay gap as a mean average
- average bonus gender pay gap as a median average
- proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- proportion of males and females when divided into four groups ordered from lowest to highest pay.

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.

The database is easily searchable, and is available online at:

<https://gender-pay-gap.service.gov.uk/>

More information on what is required of employers and on the required reporting standards can be found on the ACAS website here: <http://www.acas.org.uk/index.aspx?articleid=5768>

## 8 Resources for members

### 8.1 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.

The guidance provides detailed steps to follow for every part of the process from assessing your current position, to requesting and analysing an audit, to submitting a claim and negotiating favourable outcomes.

The guidance is available to members available to members here:

[UCU Guidance: Tackling the Gender Pay Gap](#)

UCU has also recently published a Branch Action Note on the gender pay gap in further education, providing five clear steps to lodging a local claim, and model claim text which can be adapted for local use:

[UCU Branch Action Note on the Gender Pay Gap and Lodging Claims](#)

### 8.2 Rate for the Job pay comparison website

UCU's Rate for the Job online comparison tool 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.

[Rate for the Job can be accessed by members here](#)

Addressing the gender pay gap is a key priority for UCU, and branches are encouraged to discuss how this can be done at their institution with their regional office.