Elizabeth Johnson Memorial Lecture
Gender Maps in Education

28 September 2011

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Chief Executive
### Gender Gaps (KS1 and KS2)

<table>
<thead>
<tr>
<th></th>
<th>Boys</th>
<th></th>
<th>Girls</th>
<th></th>
<th></th>
<th>Gap (ppt) (girls over boys)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>KS1</td>
<td>KS2</td>
<td>KS3</td>
<td>KS1</td>
<td>KS2</td>
<td>KS3</td>
</tr>
<tr>
<td>Reading</td>
<td>81%</td>
<td>80%</td>
<td>76%</td>
<td>89%</td>
<td>87%</td>
<td>88%</td>
</tr>
<tr>
<td>Writing</td>
<td>76%</td>
<td>68%</td>
<td>87%</td>
<td>81%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mathematics</td>
<td>88%</td>
<td>80%</td>
<td>80%</td>
<td>90%</td>
<td>80%</td>
<td>82%</td>
</tr>
<tr>
<td>Science</td>
<td>87%</td>
<td>83%</td>
<td>81%</td>
<td>90%</td>
<td>85%</td>
<td>85%</td>
</tr>
</tbody>
</table>

Source: DfE SFR 2011
## Gender Gaps (KS4 and KS5)

<table>
<thead>
<tr>
<th>KS4: 5 GCSEs inc English &amp; Maths</th>
<th>Boys</th>
<th>Girls</th>
<th>Gap (ppt) (Girls over boys)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>51%</td>
<td>59%</td>
<td>8</td>
</tr>
</tbody>
</table>

| KS5: 2 A Level passes            | 94%   | 96%   | 2                           |
|                                  |       |       |                             |

| KS5: 3 Grade As                  | 12.8% | 12.7% | 0.1                         |

Source: DfE SFR 2011
UK dom % of School Leavers Achieving 5+ A-C (or Pass) O-level or A*-C GCSE by Gender (1962–2006)
16-24 year old NEETs

Source: DfE: NEET Statistics - Quarterly Brief - Quarter 1 2011
Young participation in HE in England since the mid 90s by gender

Source: Figure 6, HEFCE 2010/03, www.hefce.ac.uk
Disadvantaged young participation in England since the mid 90s by gender

Source: Figure 7, HEFCE 2010/03, www.hefce.ac.uk
UK 18 year old population 1994 - 2010

Source: UCAS and ONS
Accepts and acceptance rate by gender 2000 - 2010

- 2000: Female Accepts 150,000, Male Accepts 170,000
- 2001: Female Accepts 155,000, Male Accepts 175,000
- 2002: Female Accepts 160,000, Male Accepts 180,000
- 2003: Female Accepts 165,000, Male Accepts 185,000
- 2004: Female Accepts 170,000, Male Accepts 190,000
- 2005: Female Accepts 175,000, Male Accepts 195,000
- 2006: Female Accepts 180,000, Male Accepts 200,000
- 2007: Female Accepts 185,000, Male Accepts 205,000
- 2008: Female Accepts 190,000, Male Accepts 210,000
- 2009: Female Accepts 195,000, Male Accepts 215,000
- 2010: Female Accepts 200,000, Male Accepts 220,000

- 2000: Female Acceptance Rate 77.5%, Male Acceptance Rate 76.3%
- 2010: Female Acceptance Rate 71.7%, Male Acceptance Rate 68.4%
Accepts and acceptance rate by gender & domicile: 2010

- **UK**: 75% Female Accepts, 71% Female Acceptance Rate, 52% Male Acceptance Rate, 56% Male Accepts
- **EU (excl. UK)**: 59% Female Acceptance Rate, 58% Male Acceptance Rate
- **Non EU**: 59% Female Acceptance Rate, 58% Male Acceptance Rate
<table>
<thead>
<tr>
<th>Age Group</th>
<th>Female Accepts</th>
<th>Male Accepts</th>
<th>Female Acceptance Rate</th>
<th>Male Acceptance Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>20 and under</td>
<td>79%</td>
<td>77%</td>
<td>77%</td>
<td>77%</td>
</tr>
<tr>
<td>21 - 24</td>
<td>66%</td>
<td>58%</td>
<td>60%</td>
<td>53%</td>
</tr>
<tr>
<td>25 - 29</td>
<td>60%</td>
<td>53%</td>
<td>56%</td>
<td>54%</td>
</tr>
<tr>
<td>30 - 39</td>
<td>56%</td>
<td>54%</td>
<td>56%</td>
<td>54%</td>
</tr>
<tr>
<td>40 and over</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
UK 17-19 applicants - month of application by gender: 2010

<table>
<thead>
<tr>
<th>Month</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sep 09</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Oct 09</td>
<td>14%</td>
<td>13%</td>
</tr>
<tr>
<td>Nov 09</td>
<td>26%</td>
<td>22%</td>
</tr>
<tr>
<td>Dec 09</td>
<td>30%</td>
<td>31%</td>
</tr>
<tr>
<td>Jan 10</td>
<td>24%</td>
<td>27%</td>
</tr>
<tr>
<td>Feb-Jun 10</td>
<td>4%</td>
<td>4%</td>
</tr>
<tr>
<td>Jul-Nov 10</td>
<td>1%</td>
<td>2%</td>
</tr>
</tbody>
</table>

Gender: Female | Male
UK dom 17-19 Admissions by gender and tariff: 2010
UK dom 17-19 admissions by gender & qualifications: 2010

Female - Accepts
Male - Accepts
Female - Acceptance Rate
Male - Acceptance Rate

- A level Only
- A levels and BTEC/OCR
- A levels and other
- BTEC/OCR Only
- SQA Award Only
- Other

Female - Acceptance Rate:
- 81% (Female)
- 80% (Male)

Female - Acceptance Rate:
- 80% (Female)
- 79% (Male)

Female - Acceptance Rate:
- 83% (Female)
- 82% (Male)

Female - Acceptance Rate:
- 75% (Female)
- 70% (Male)

Female - Acceptance Rate:
- 74% (Female)
- 72% (Male)

Female - Acceptance Rate:
- 68% (Female)
- 66% (Male)
Results Day 2011

Level 2 & 3: Gender breakdown

534,360 learners completed a BTEC L2 First/L3 National between 1 June 2010 and 31 May 2011

Level 2 BTEC Firsts

- Female: 175,479 (48%)
- Male: 188,750 (52%)

Level 3 BTEC Nationals

- Female: 76,849 (45%)
- Male: 93,282 (55%)
UK dom 17-19 admissions by gender & school type: 2010

- Further Education
  - Female: 76%
  - Male: 73%
  - Female Acceptance Rate: 83%
  - Male Acceptance Rate: 84%

- Grammar School
  - Female: 84%
  - Male: 82%
  - Female Acceptance Rate: 82%
  - Male Acceptance Rate: 84%

- Independent School
  - Female: 81%
  - Male: 80%
  - Female Acceptance Rate: 80%
  - Male Acceptance Rate: 81%

- Sixth Form College
  - Female: 79%
  - Male: 78%
  - Female Acceptance Rate: 78%
  - Male Acceptance Rate: 79%

- State exc Grammar
  - Female: 77%
  - Male: 73%
  - Female Acceptance Rate: 77%
  - Male Acceptance Rate: 73%

- Other
  - Female: 76%
  - Male: 73%
  - Female Acceptance Rate: 83%
  - Male Acceptance Rate: 84%
UK dom 17-19 Accepts by gender, tariff & schooling: 2010

Female Mixed Schools
Female Single Sex Schools
Male Mixed Schools
Male Single Sex Schools
UK dom admissions by gender & subject type: 2010

- Non STEM:
  - Female - Accepts: 64%
  - Male - Accepts: 69%
  - Female - Acceptance Rate: 69%
  - Male - Acceptance Rate: 75%

- Clinical STEM:
  - Female - Accepts: 51%
  - Male - Accepts: 50%
  - Female - Acceptance Rate: 52%
  - Male - Acceptance Rate: 52%

- Practice based STEM:
  - Female - Accepts: 52%
  - Male - Accepts: 52%
  - Female - Acceptance Rate: 52%
  - Male - Acceptance Rate: 52%
England: science subject combinations

78,540 students (2009) out of a total A-level cohort size of 283,798
England: subject combinations and gender preferences

Girls
36,040 students (2009)

Boys
42,499 students (2009)
UK dom Accepts by gender, HEI group & subject type: 2010

- Female STEM
- Female Non STEM
- Male STEM
- Male Non STEM
UK dom 17-19 Accepts by gender, tariff & STEM: 2010

- Female STEM Accepts
- Female Non STEM Accepts
- Male STEM Accepts
- Male Non STEM Accepts
UK dom 17-19 Accepts by gender, tariff & STEM: 2010

- 480 points and higher
- 360 - 479 points
- 240 - 359 points
- Under 240 points (excl. zero points)
- Zero points
UK dom 17-19 Accepts by gender, quals & STEM: 2010
## Graduate achievement

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2.1 or higher</th>
<th>2.2 or higher</th>
<th>3rd or higher</th>
<th>Unclassified</th>
</tr>
</thead>
<tbody>
<tr>
<td>Females</td>
<td>13%</td>
<td>49%</td>
<td>27%</td>
<td>5%</td>
<td>6%</td>
</tr>
<tr>
<td>Males</td>
<td>14%</td>
<td>43%</td>
<td>29%</td>
<td>8%</td>
<td>6%</td>
</tr>
</tbody>
</table>

Shown as cumulative

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2.1 or higher</th>
<th>2.2 or higher</th>
<th>3rd or higher</th>
<th>Unclassified</th>
</tr>
</thead>
<tbody>
<tr>
<td>Females</td>
<td>13%</td>
<td>62%</td>
<td>89%</td>
<td>94%</td>
<td>6%</td>
</tr>
<tr>
<td>Males</td>
<td>14%</td>
<td>57%</td>
<td>86%</td>
<td>94%</td>
<td>6%</td>
</tr>
</tbody>
</table>

Source: HESA 2009/10
## Destination of Leavers from HEIs 09/10

<table>
<thead>
<tr>
<th></th>
<th>Full Time Work only</th>
<th>Part Time Work only</th>
<th>Voluntary Work</th>
<th>Working only (Total)</th>
<th>Assumed to be unemployed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>52.7%</td>
<td>12%</td>
<td>1.8%</td>
<td>66.6%</td>
<td>6.1%</td>
</tr>
<tr>
<td>Male</td>
<td>52.2%</td>
<td>8.6%</td>
<td>1.6%</td>
<td>62.3%</td>
<td>9.1%</td>
</tr>
</tbody>
</table>

Source: HESA
Graduate premium

- The marginal earnings return associated with an undergraduate degree stands at approximately 27.4% overall compared to possession of 2 or more GCE ‘A’ Levels.
- Women post a marginally higher return compared to men (29.7% and 23.5% respectively).
- Employment probability for women increased by 4.2 ppt; 2.1 ppt for men
- The mean net graduate premium is £108,000
- But, it is £121,000 for men and only £82,000 for women

Source: Returns to Higher Education Qualifications, BIS, June 2011
The Gender Pay Gap

- Junior women managers now earn £21,969 on average, £602 more than men at the same level.

- Female managers are now paid an average £31,895 per year, compared with £42,441 for men doing the same job.

Source: CMI August 2011
Median hourly pay (excl. overtime) for UK FT employment

Age group and year

- Female
- Male

Source: ONS ASHE
Conclusion

- Girls do better than boys in primary and secondary education
- The achievement gap closes at higher levels (A*, degrees)
- Gender related acceptance rate gaps for HE need further exploration but are skewed by
  - tariff achievement and qualification choices
  - Subject choices
- The gender pay gap may take a generation to close as female achievement in primary, secondary and higher education feeds through to the senior workforce