

Gender Pay Gap Report

Snapshot Date: 31st March 2023

Difference in mean and median hourly rates of pay

	DIFFERENCE IN THE MEAN HOURLY PAY	DIFFERENCE IN THE MEDIAN HOURLY PAY
Pay gap. % difference male to female	16.9%	20.2%

Difference in mean and median bonus pay

	DIFFERENCE IN THE MEAN BONUS PAY	DIFFERENCE IN THE MEDIAN BONUS PAY
Pay gap. % difference male to female	n/a	n/a

Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	n/a
Female employees (% paid a bonus compared to all female employees)	n/a

Proportion of male and female employees according to quartile pay bands

	QUARTILE 1 (LOWER)	QUARTILE 2 (LOWER MIDDLE)	QUARTILE 3 (UPPER MIDDLE)	QUARTILE 4 (UPPER)
Male (% males to all employees in each quartile)	13%	10%	15%	25%
Female (% females to all employees in each quartile)	87%	90%	85%	75%

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.



Signature:

Date: 1st December 2023

Status/position: Strategic Resources Manager

OPTIONAL SUPPORTING NARRATIVE

We ensure that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias. The pay scales for these roles are determined by the Local Authority to which our College belongs. The majority of our workforce is female (84% of full-pay relevant employees).

44% (106) of our employees are employed as a Level 2 Teaching Assistant and 90% (95) of these are female. This is a lower paid role with fewer hours as the role is term-time only which brings the hourly rate down over the course of a year. There are 38 males who are employed in roles such as teaching, premises, Level 3 and Learning Behaviour Mentors. These posts either have more hours per week or more weeks paid per year.