

Bishop Auckland College Gender Pay Gap Report 2018

The following information relates to the pay differences between males and females employed by Bishop Auckland College.

There is a requirement for employers with over 250 staff to publish this information.

The report includes the following:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile
- Written statement

Mean gender pay gap

	Male	Female	Percentage difference
Mean average pay (hourly rate)	£14.44	£13.24	8.3%

Median gender pay gap

	Male	Female	Percentage difference
Median average pay (hourly rate)	£14.99	£11.84	21.0%

Mean bonus gender pay gap

	Male	Female	Percentage difference
Mean	0	0	0.00%

Median bonus gender pay gap

	Male	Female	Percentage difference
Mean	0	0	Not applicable

Proportion of males and females receiving a bonus payment

	Male	Female	Percentage difference
Bonus payment	0	0	Not applicable

Proportion of males and females in each pay quartile

Gender	Lower	Lower Middle	Upper Middle	Upper
Male	14.9%	31.3%	35.3%	33.8%
Female	85.1%	68.7%	64.7%	66.2%

Written Statement

The snapshot data indicates that there is a difference between the median and mean average salaries for males and females.

One of the benefits of working for Bishop Auckland College is the flexible working policy, a range of family friendly policies and also a number of flexible/term-time only contracts. Whilst these are open to males and females alike, predominantly these roles attract a higher proportion of females rather than males. A second factor is the higher proportion of females generally working in Further Education (FE) colleges, which is a general trend across the FE sector. Therefore, when compiling statistics which look at mean and median averages, these factors have a substantial impact on the data.

Further analysis, however, shows that this method of reporting does not take into account equal pay for equal jobs. Evaluation of roles confirms that males and females working in the same role receive the same salary.

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The proportion of females across all quartiles is higher than males, which is consistent with the College having a predominantly female workforce. In line with this, the Directorate (Senior Staffing) at the College is made up of 80% female staff, which is actually marginally higher than the overall female ratio of staffing, therefore highlighting that there are no barriers to females progressing within the College.

Analysis of a selection of regional FE colleges would indicate that the headline gender pay gap in FE is largely similar across the sector within this region.

Bishop Auckland College always interviews and selects on merit and analyses recruitment data, which highlights no areas of bias. The College always endeavours to encourage applicants from under-represented groups and have a policy in place, should staff feel that their role has been graded incorrectly. We will continue to monitor the gender pay gap and put actions in place, wherever possible and where required to reduce this.