

Bishop Auckland College Gender Pay Gap Report **2017**

The following information is in relation 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)	£14.19	£13.41	5.5%

Median gender pay gap

	Male	Female	Percentage difference
Median average pay (hourly rate)	£14.28	£12.05	15.6%

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	0.00%

Proportion of males and females receiving a bonus payment

	Male	Female	Percentage difference
Bonus payment	0	0	0.00%

Proportion of males and females in each pay quartile

Gender	Lower	Lower Middle	Upper Middle	Upper
Male	15.3%	30.6%	31.9%	31.5%
Female	84.7%	69.4%	68.1%	68.5%

Written Statement

The gender pay gap indicates that there is a difference between average male and female salaries however, this is lower than the UK national average (currently 18.1%). The College has a salary scale in place. This ensures that all roles, which are the same, are appointed on the same salary scale points. The Directorate of the College also review all structures and roles annually. It is noticeable that there is a slighter larger difference in the females and males in the lower pay quartile, in comparison to the males and females in the College and in the other quartiles. The College however does have a flexible working policy, a range of family friendly policies and offers a number of flexible/term time only contracts. Whilst these are open to males and females, female staff more frequently take them up. This accounts for the larger number of females in the lower pay quartile.