Bishop Auckland College
Gender Pay Gap Report 2025-2026

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

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	Monetary difference	Percentage difference
Mean average pay (hourly rate)	£16.06	£15.49	£0.57	3.5%

Median gender pay gap

	Male	Female	Monetary difference	Percentage difference
Median average pay (hourly rate)	£14.39	£13.90	£0.49	3.4%

Mean bonus gender pay gap

	Male	Female	Percentage difference
Mean	0	0	N/A

Bishop Auckland College Group

Median bonus gender pay gap

	Male	Female	Percentage difference
Mean	0	0	N/A

Proportion of males and females receiving a bonus payment

	Male	Female	Percentage difference
Bonus payment	0	0	N/A

Proportion of males and females in each pay quartile

Gender	Lower	Lower Middle	Upper Middle	Upper
Male	19%	35%	33%	34%
Female	81%	65%	67%	66%

Written Statement

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

Since the last report, the mean difference from males and females has only seen a percentage decrease, with the mean hourly for females at the Group now being £15.49 and the mean hourly rate for males now being £16.06.

There has also been a decrease in the median difference in hourly rates with the median for females now being £13.90 and the median for males being £14.39.

The Group's figures mirror the higher proportion of females generally working in further education (FE) colleges, a general trend across the FE sector. When compiling statistics which look at mean and median averages, these factors do impact the data. This method of reporting does not consider equal pay for equal jobs and an evaluation of roles confirms that males and females working in the same role receive the same salary.

The Executive Team at the Group is made up of 75% female staff, which is largely in line with the overall female ratio of staffing, therefore highlighting that there are no barriers to females progressing or entering the organisation at the highest level.

Bishop Auckland College Group have a robust recruitment procedure 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 a re-grade of their salary should be considered. The Group will continue to monitor the gender pay gap and put actions in place wherever possible, and as required to consider this.