



Annex A

Gender Pay Gap Report 2022 – 2023

1 Introduction

Burnley College is committed to equality and diversity and equal opportunities for all. Employees are appointed on merit and are paid subject to their skills and experience and the relevant pay point for their role type/specialism, initially determined by the local authority, pre incorporation (1993).

2 Mean and Median Pay

Mean Hourly Rate of Pay	
Male	£16.76
Female	£16.15
Mean Gender Pay Gap	3.66%
Median Hourly Rate of Pay	
Male	£16.79
Female	£15.55
Median Gender Pay Gap	7.39%

3 Mean and Median Bonus Pay

Bonus Pay	
Number of Males paid a Bonus Payment	0 (out of 241 relevant staff)
Number of Females paid a Bonus Payment	0 (out of 311 relevant staff)
Mean Male Bonus Pay (£)	0
Mean Female Bonus Pay (£)	0
Median Male Bonus Pay (£)	0
Median Female Bonus Pay (£)	0
Proportion of relevant males paid a bonus (%)	0%
Proportion of relevant females paid a bonus (%)	0%

4 Pay Quartiles

Pay Quartiles		
Lower	Male	Female
	47.83%	52.17%
Lower Middle	Male	Female
	48.55%	51.45%
Higher Middle	Male	Female
	40.58%	59.42%
Higher	Male	Female
	37.68%	62.32%

5 Results:

The College's mean gender pay gap has significantly decreased from 6.08% to 3.66% (in part due to more females having been appointed to the senior/management team), but the median pay gap has more than doubled, from 3.24% to 7.39%. There are a number of reasons for this, but in the main it is because far more women work for us than men (311 females/241 males) and a larger proportion of women are employed part-time and/or on a term-time only basis (the European Commission suggests that almost one-third of women – 28% - work part-time, while only 8% of men work part-time¹). This will always be the case whilst women take up the majority of caring roles at home, and this often influences career choices and therefore, income. This does not mean men and women are being paid differently for doing the same jobs, it means there are more women in lower paid roles. For us, of 80 female new starters that year, only 13 went into roles attracting at least the average UK salary (approx. £35K per annum²). 67 new female starters were again recruited into the lower paying roles, such as administration and catering.

6. Conclusion

The College will continue its responsibility and commitment to gender equality and as such, determines the pay attributable to roles based on national and local pay scales, skills shortages, the funding available in education and the current salaries of those taking up roles with us. Appointments are based on individual merit and pay is relevant to skills, specialisms, experience and qualifications. Should there be any new and/or growth areas in which performance related pay may be beneficial, these will be trialled, evaluated and reported on.

¹ <https://www.europarl.europa.eu/topics/en/article/20200109STO69925/understanding-the-gender-pay-gap-definition-and-causes>

² Office for National Statistics