



Annex A

Gender Pay Gap Report 2023 – 2024

1. Introduction

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

2. Mean and Median Pay (last year's figures)

Mean Hourly Rate of Pay	
Male	£18.01 (£16.76)
Female	£17.37 (£16.15)
Mean Gender Pay Gap	3.55% (3.66%)
Median Hourly Rate of Pay	
Male	£17.92 (16.79)
Female	£16.56 (£15.78)
Median Gender Pay Gap	7.59% (7.39%)

3. Mean and Median Bonus Pay

Bonus Pay	
Males paid a bonus payment	0 (of 228 staff)
Females paid a bonus payment	0 (of 346 staff)
Mean Male Bonus Pay (£)	0
Mean Female Bonus Pay (£)	0
Median Male Bonus Pay (£)	0
Median Female Bonus Pay (£)	0
% of relevant males paid a bonus	0%
% of relevant females paid a bonus	0%

4. Pay Quartiles

Pay Quartiles		
Lower	Male	Female
	35.25%	64.75%
Lower Middle	Male	Female
	37.04%	62.96%
Higher Middle	Male	Female
	44.12%	55.88%
Higher	Male	Female
	42.14%	57.86%

5. Results

The College's mean gender pay gap has decreased slightly from 3.66% to 3.55% (in part due to there being more females (33) than males (25) in senior management and management roles), but the median pay gap has increased, from 7.39% to 7.59%. In the main, this is because more women work for Burnley College than men (332 females to 218 males) and a larger proportion of women are employed part-time and/or on a term-time only basis (the European Commission suggests that 28% of women work part-time, while only 8% of men work part-time¹. The College has 77 females on fractional contracts, but only 18 males). Whilst this doesn't affect equal pay for equal work – which is not what the gender pay gap reporting obligations are about – occupational segregation is where women are often concentrated in some lower-paying jobs or industries which offer more part-time work options, and given these roles tend to have lower overall pay, it contributes to the gender pay gap. This is impacted by societal expectations – often steering women into certain careers, the undervaluing of some roles and 'career penalties, such as maternity leave – and this will always be the case whilst women take up most caring roles at home, often influencing career choices and therefore, income, and ultimately, it means there are a higher proportion of women in lower paid roles. For example, of 109 female new starters during the snapshot period, only six went into roles attracting at least the average UK salary (£37,430 per annum in 2024²) and 103 new female starters were again recruited into the lower paying roles, such as administration and catering. This is an increase in the number of female new starters on the previous year (80) but a decrease in these female new starters going into roles attracting a salary above the national average (13).

7. 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. The case study at Annex B has been developed to demonstrate the pay parity of a female and male member of the same College team.

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

² <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2024>