

Information on Gender Pay Gap 2019

The College is required, under the Equality Act 2010, to publish information on the differences between the average earnings of male and female staff on an annual basis. The information is produced from the data on Payroll as at 31 March each year.

The College employs significantly more female staff than male staff. As at 31 March 2019, 68% of our workforce was female and 32% male. Below is a table showing the proportion of male and female staff in different types of roles in College.

Post Type	Female	Male
Leadership & Supervisory Team	60%	40%
Academic Staff	64%	36%
Business Support Staff	72%	28%

Mean Pay Gap

This is the difference in the mean hourly rates of pay between female and male staff. The mean is calculated by adding together all hourly rates of pay and dividing by the total number of staff. The Mean Pay Gap for Bury College is 9.8%.

Median Pay Gap

This is the difference in the median hourly rates of pay between female and male staff. The median is the mid-point hourly rate. The Median Pay Gap for Bury College is 10.4%.

Gender Split in Quartile Pay Bands

This shows the proportion of male and female staff in four pay quartiles. The Upper Quartile represents the higher hourly rates and pay and the Lower Quartile represents the lower hourly rates. There are an equal number of staff in each quartile.

Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Female 60.3%	Female 62.4%	Female 75.2%	Female 73.0%
Male 39.7%	Male 37.6%	Male 24.8%	Male 27.0%

Bonus Pay, Mean Bonus Pay Gap and Median Bonus Pay Gap

This is the proportion of male and female staff who have received bonus pay within the 12 months leading up to the 31 March and the Mean and Median Gaps in the pay received.

Bonus Pay	Female 0.0%	Male 0.0%
Mean Bonus Pay Gap	0.0%	
Median Bonus Pay Gap	0.0%	