**Gender pay gap report 2023**

All organisations with over 250 employees at a pre-determined snapshot date are required to report on their gender pay gap. The snapshot date for 2023 was 31st March 2023 with reports and findings to be published before 30th March 2024 The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role.

The Blackpool Sixth Form College’s workforce consists of significantly more females than males. This reflects industry trends and also our student profile. Our gender pay gap results should be considered in the context of this distribution as the predominance of females to males has a significant influence on our overall gender pay gaps.

|  |  |  |
| --- | --- | --- |
| **Gender** | **Number** | **Percentage** |
| M | 89 | 34.63% |
| F | 168 | 65.36% |

**Overall hourly rate breakdown**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Male** | **Female** | **Percentage difference** |
| Mean | £18.87 | £17.84 | 5.45% |
| Median | £20.12 | £14.98 | 25.54% |

**Hourly rate quartiles breakdown**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Gender** | **Lower (65)** | **Lower middle (64)** | **Upper middle (64)** | **Upper (64)** |
| Male | 17 | 26.15% | 21 | 32.81% | 23 | 35.93% | 28 | 43.75% |
| Female | 48 | 73.84% | 43 | 67.18% | 41 | 64.06% | 36 | 56.25% |

**Bonus breakdown**

Although 100% of men and women who were eligible for a bonus received it, 32.58% of men received a bonus out of all the male staff and 38.09% of women received a bonus out of all the female staff. The Blackpool Sixth Form College has a -32.32% mean gender pay gap using bonus pay. The Blackpool Sixth Form College has a 6.52% median gender pay gap using bonus pay.

**Comments**

The Blackpool Sixth Form College works within the parameters of the Sixth Form Colleges (SFC) pay scales. New teaching staff are employed at the rate relevant to their years teaching and new support staff are employed on a rate (within the SFC pay scales) applicable to their role and any relevant experience.