



Gender Pay Gap Analysis 2017

Context

From April 2017, all organisations with over 250 employees at 31 March 2017 are required to report on their gender pay gap. The gender pay gap is defined as the differences in the average hourly 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	79	37%
F	132	63%

Overall hourly rate breakdown

	Male	Female	Percentage Difference
Mean	£24.82	£22.38	9.83%
Median	£25.22	£19.81	21.45%

The median rate is calculated as a halfway point for females and a halfway point for males. The percentage difference is therefore representative of the significant proportion of female employees we have in part time support roles such as in-house cleaners, which tend to be on the lower points of the Sixth Form Colleges (SFC) pay scales. For the purposes of this report, casual workers have not been included.

Hourly rate quartiles breakdown

Below is the proportion of males and females in each pay quartile.

Gender	Lower (52)		Lower middle (53)		Upper middle (53)		Upper (53)	
Male	16	30.77%	21	39.62%	16	30.19%	26	49.06%
Female	36	69.23%	32	60.38%	37	69.81%	27	50.94%



Bonus breakdown

No bonuses were paid at the extraction date or in the 12 weeks preceding, therefore there are no bonus gaps.

Summary

The Blackpool Sixth Form College believes in creating a diverse and gender balanced workforce which reflects our students and our community. Our pay scales are determined nationally by the Sixth Form Colleges Association and we work within the parameters of these scales.

New teaching staff are employed at the rate relevant to their number of years teaching and new support staff are employed on a rate (within the SFC pay scales) applicable to their role and any relevant experience.

We are keen to ensure that we promote applications to new roles to all members of our community in order that we are as inclusive as possible.

Signature

A handwritten signature in blue ink that reads "Jill Gray".

Jill Gray
Principal