



Annex A

# Gender Pay Gap Report 2024 – 2025

## 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	£18.74 (£18.01)
Female	£17.91 (£17.37)
<b>Mean Gender Pay Gap</b>	<b>4.43% (3.55%)</b>
Median Hourly Rate of Pay	
Male	£18.37 (£17.92)
Female	£18.33 (£16.56)
<b>Median Gender Pay Gap</b>	<b>0.22% (7.39%)</b>

## 3. Mean and Median Bonus Pay

Bonus Pay	
Males paid a bonus payment	1 (of 251 staff)
Females paid a bonus payment	1 (of 368 staff)
<b>Mean Male Bonus Pay (£)</b>	<b>5000</b>
<b>Mean Female Bonus Pay (£)</b>	<b>2000</b>
<b>Median Male Bonus Pay (£)</b>	<b>5000</b>
<b>Median Female Bonus Pay (£)</b>	<b>2000</b>
<b>% of relevant males paid a bonus</b>	<b>0.004%</b>
<b>% of relevant females paid a bonus</b>	<b>0.003%</b>

## 4. Pay Quartiles (last year's figures)

Pay Quartiles		
Lower	Male	Female
	29.33% (35.25%)	70.67% (64.75%)
Lower Middle	Male	Female
	48.32% (37.04%)	51.68% (62.96%)
Higher Middle	Male	Female
	48.00% (44.12%)	52.00% (55.88%)
Higher	Male	Female
	41.61% (42.14%)	58.39% (57.86%)

## 5. Results

The College's mean gender pay gap has increased from 3.55% to 4.43%, but the median pay gap has decreased from 7.59% to 0.22%. These figures indicate that whilst our typical male and female employees are paid at similar levels, a concentration of females in the lower pay quartile (from 64.75% last year to 70.67% this year) has increased the mean gap. Also, more women work for Burnley College than men (368 females to 251 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-time<sup>1</sup>.) 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. Ultimately, it means there are a higher proportion of women in lower paid roles.

In line with this, so far this academic year, 14 of 18 flexible working requests have come from females, and of these, eight have requested a reduction in hours due to increasing caring/family responsibilities and two have requested an increase to their hours because their families are now older. Of the four males who have requested changes, one requested an increase to hours, two requested a decrease in hours to focus on studying towards a qualification and one has requested a phased reduction in hours to lead to retirement.

---

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