

**GENDER PAY GAP REPORT MARCH 2019**

Barnsley College is committed to equality of opportunity and to ensuring that staff receive equal pay for work of equal value. We have demonstrated this by basing our pay structures on objective criteria and evaluating jobs through analytical job evaluation agreed between management and the college’s trade unions.

Any organisation employing 250 or more employees must publicly report on its gender pay gap. The gender pay gap shows the difference in the average and median earnings between all men and women in an organisation. We are required to report in six different ways: the mean (average) and median (middle point) gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the number of men and women in each quartile band.

The results for Barnsley College are as follows:

|  |  |  |
| --- | --- | --- |
|  | **Mean** | **Median** |
| **Gender Pay Gap** | 10.5% | 7.3% |
| **Bonus Pay Gap** | 65% | 65% |

* Proportion of male employees receiving a bonus: 0.9%
* Proportion of female employees receiving a bonus: 0.1%.

The proportions of males and females in each quartile band are as follows:

|  |  |  |  |
| --- | --- | --- | --- |
| **Band** | **Males** | **Females** | **Quartile** |
| A | 24.8% | 75.2% | Lower |
| B | 33.2% | 66.8% | Lower-Median |
| C | 48.3% | 51.7% | Median-Upper |
| D | 43.8% | 56.2% | Upper |

Barnsley College is committed to undertaking the necessary action to close its gender pay gap. We shall continue to:

* Undertake and develop mandatory training in fair recruitment and selection.
* Consistently apply the College’s pay policy.
* Promote and apply consistently the College’s Family Friendly Policies and Procedures.

In addition, we shall:

* Consider how we can address disproportionate representation within the workforce through our recruitment and development strategies.
* Promote flexible working and encourage application of the policies that support this.
* Review our non-financial benefits and Family Friendly and Flexible Working Policies.

I confirm that the data contained in this report is accurate.

**Yiannis Koursis**

**Interim Principal and Chief Executive Officer**