

Gender Pay Gap Report 2023

Context

Under the Equality Act 2010 (Special Duties and Public Authorities) Regulations 2017, all organisations listed at Schedule 2 to the regulations that employ over 250 employees are required to report annually on their gender pay gap (GPG).

The data used in this report shows the profile of the workforce at Preston College as of 31 March 2022.

The gender profile of the College workforce consists of considerably more women than men (63% female and 37% male) and reflects that of a typical FE College (64% female and 36% male according to the AoC College Workforce Survey 2020/21).

Preston College Pay Data

The College's data prepared in line with the regulations described above is detailed in the following table.

Gender Pay Calculation	College Data
Average gender pay gap as a mean average	6.15%
Average gender pay gap as a median average	16.4%
Average bonus gender pay gap as a mean average	0%
Average bonus gender pay gap as a median average	0%
% of females who received a bonus	0%
% of males who received a bonus	0%



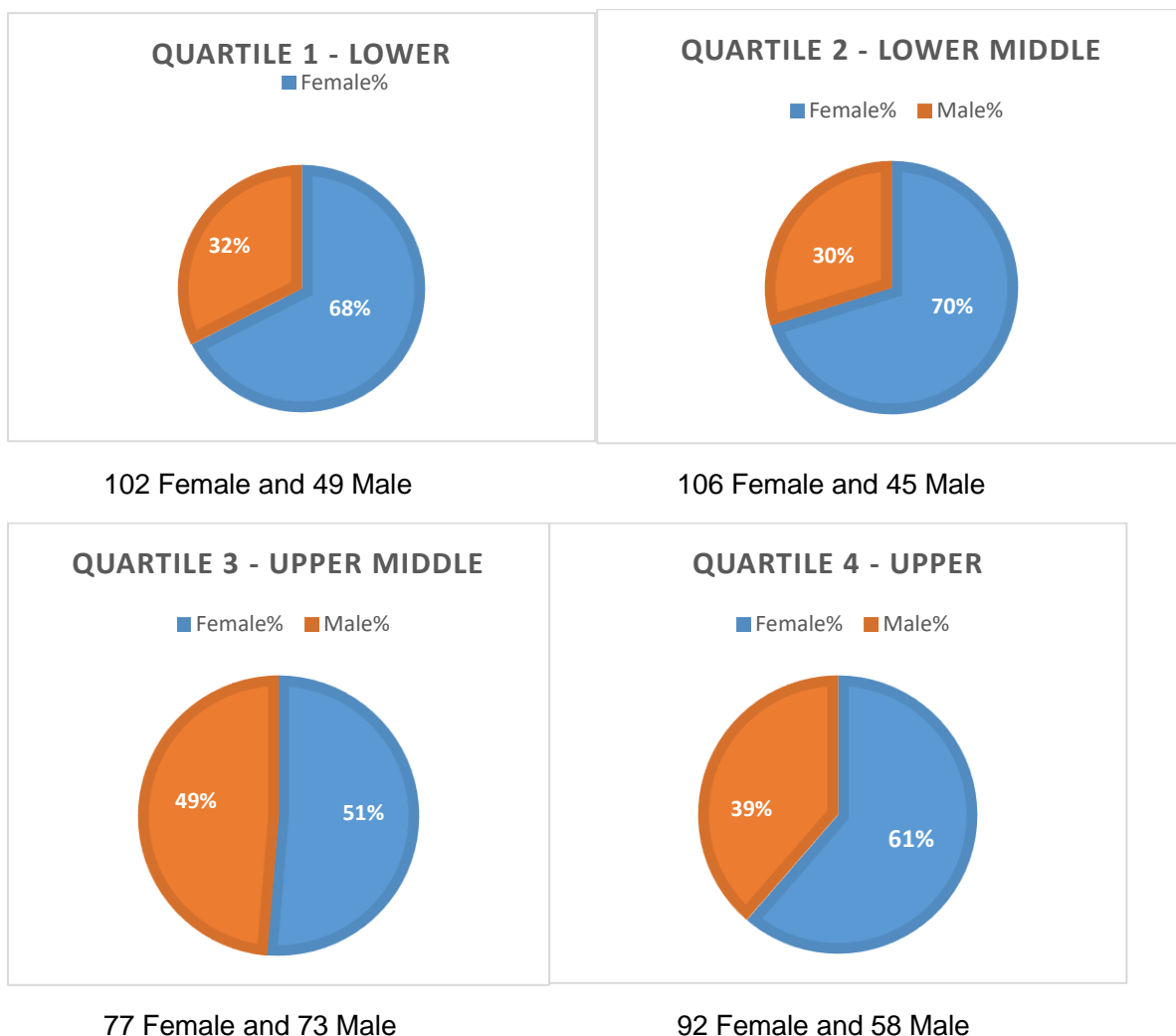
The **mean** calculation for the College is **6.15%**. The mean hourly rate of pay for all males included in the report is £14.97, whereas the mean hourly rate for females amounts to £12.46.

The **median** calculation for the College is **16.4%**. The median hourly rate for all males included in the report is £14.84, whereas the median hourly rate for females amounts to £12.46.

No **bonuses** have been paid, therefore the values for both the mean and median bonus gender pay gap is zero.

Pay Quartiles

Additionally, the regulations require employers to report the proportion of males and females divided into four groups from lowest to highest pay. These groups are referred to as 'Quartiles' and are determined by dividing the workforce into four equal parts. These are displayed in the following charts:



Action Plan

1. To improve the College's GPG mean to within the Equality Human Rights Commission tolerance of less than 5% mean gender pay gap.
2. To continue to develop family friendly policies and to encourage staff of both genders to utilise these policies and flexible working arrangements as well as working towards normalising Shared Parental Leave. Male and female employees are able to access the College work life balance initiatives outlined in the family friendly procedures and managers seek to positively support flexible working requests.
3. To embed the Equality Diversity and Inclusion Policy 2022/25 to bring inclusion to the forefront and to contribute to ensuring that all staff have equal opportunities regardless of their gender.
4. To continue to promote vacancies in gender neutral language to avoid reinforcing gender stereotyping and working further to advertise vacancies where possible as being open to individuals who require flexible or hybrid working. Continue to offer and support flexible working request (where business needs allow).

5. Using technology to continue to develop our process of ensuring opportunities for training and development are delivered using a range of mediums to engage all employees inclusive of those who work part-time and those who work remotely.
6. To develop and introduce diversity training to contribute to the overall awareness of bias and the negative impact it can have on equality in the workplace.
7. To actively emphasise the transparency of pay and promotion through the College's Pay Principles Policy.
8. To continue to ensure that all staff are aware of what is involved and how they can achieve salary increases and promotions.
9. Progress against the action plan will be monitored by the Equality, Diversity and Inclusion Group.