

# BATH COLLEGE

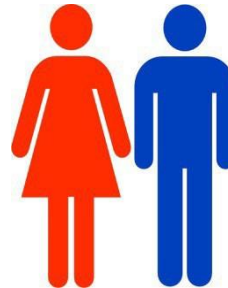
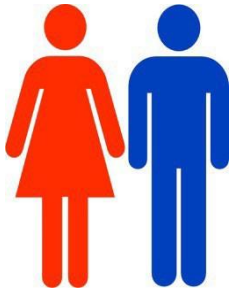
## GENDER PAY GAP REPORT 2023

Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing the pay gap between male and female employees.

### Gender pay gap:

Mean pay gap 10.84%

Median pay gap 16.28%



The mean gender pay gap in March 2022 was 11.99%. In 2023 this dropped to 10.84%, based on a female mean hourly wage rate of £13.41 and a male mean hourly wage rate of £15.04. The median gender pay gap in March 2022 was 11.48%. In 2023 this rose to 16.28% based on a male median hourly wage rate of £14.99 and a female median hourly wage rate of £12.55.

### Bonus pay:

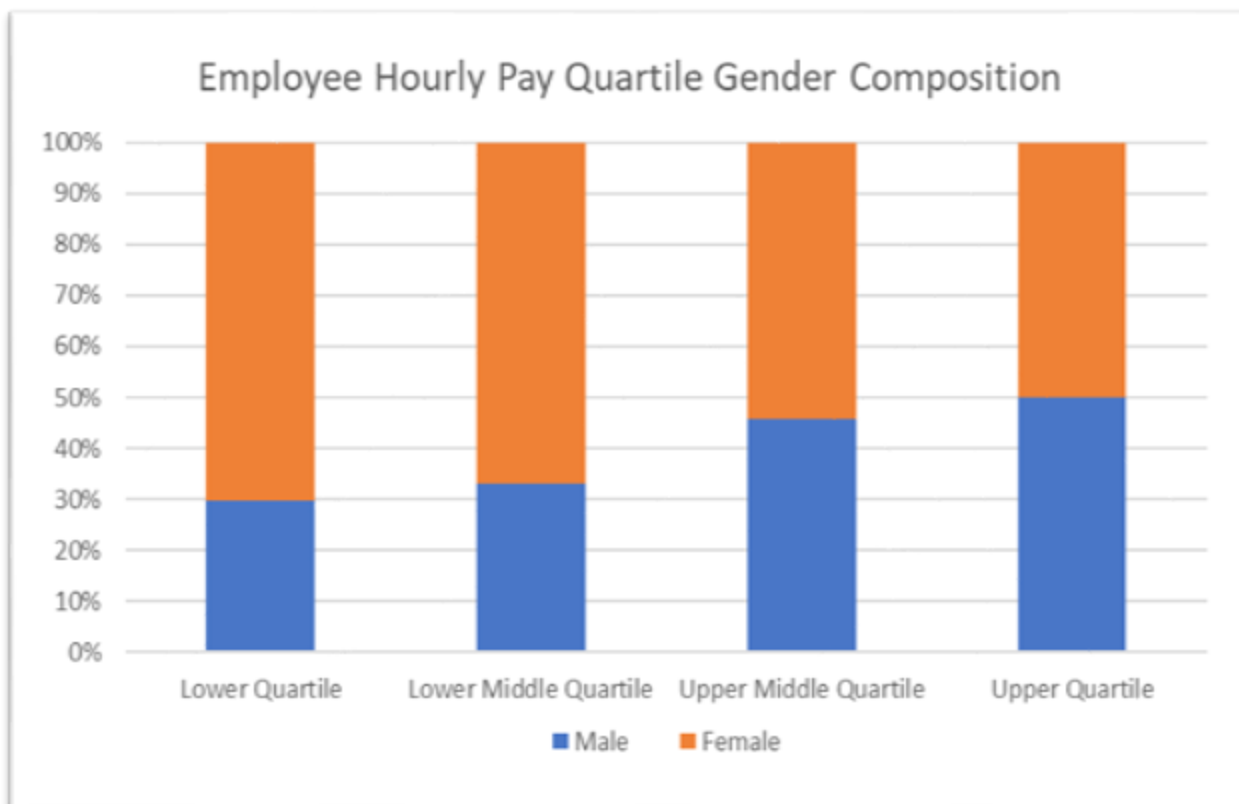
Mean pay gap 0%

Median pay gap 0%

There were no bonuses paid to staff in the year 2022/23 and therefore, the bonus pay gap is 0%.

In line with regulations, employers need to report on the proportion of male and female employees in each of four pay bands, where Lower Quartile represents lowest salaries and Upper Quartile represents highest salaries.

### Pay quartiles:



	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	29.66%	33.05%	45.76%	50.00%
Female	70.34%	66.95%	54.24%	50.00%

The upper quartile comprises managers and academic staff.

The upper middle quartile comprises academic staff and service specialists.

The lower middle quartile comprises Technicians, senior administrators.

The lower quartile comprises administrators and operational staff.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and ACAS and Government Equalities Office guidance.