

GENDER PAY GAP REPORT MARCH 2025

Barnsley College is committed to equality of opportunity and to ensuring that staff are paid equally for doing the same work. We have demonstrated this by basing our pay structures on objective job evaluation criteria. We are also committed to addressing any disproportionate representation within the workforce through our recruitment and development strategies.

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 the college are as follows:

| | Mean | Median |
|-----------------------|-------------|---------------|
| Gender Pay Gap | 13.4% | 10.9% |
| Bonus Pay Gap | 0% | 0% |

- Proportion of male employees receiving a bonus: 0%
- Proportion of female employees receiving a bonus: 0%.

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

| Band | Males | Females | Quartile |
|-------------|--------------|----------------|-----------------|
| A | 18% | 82% | Lower |
| B | 35% | 65% | Lower-Median |
| C | 38% | 62% | Median-Upper |
| D | 49% | 51% | Upper |

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

- Undertake mandatory training in fair recruitment and selection
- Consistently apply the college's pay policy
- Undertake job evaluation for all relevant roles
- Promote the college's Family Friendly Policies and Procedures.
- Promote flexible working and encourage application of the policies that support this
- Review our non-financial benefits and family friendly policies

In addition, we shall consider what further actions can be taken to address gender imbalances in the relevant quartile bands.

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

David Akeroyd
Principal and Chief Executive