



Gender Pay Gap Report

MARCH 2023

Bishop's Stortford College is an equal opportunities employer and commits to achieve and maintain a workforce which represents the population within its recruitment area and welcomes applicants of any gender for all its vacancies. It is important to highlight that the Gender Pay Gap is not the same as 'equal pay' and its purpose is to prompt employers to look at issues such as a lack of female representation in senior roles. College pay scales for academic and teaching support staff do not vary between female and male staff. For the administrative and other support roles the same rate is paid to male and female staff for comparable roles.

In the data shown, we are pleased to report that we have closed the mean gap by a further 2.53%. In the Upper Middle Quartile and Upper Quartile, the percentage of female staff has risen, showing that female representation in senior roles is growing.

Overall, 64% of College employees are women. The fundamental reason for the reported Gender Pay Gap is 71% of our Lower Quartile is occupied by female staff, mostly in admin, support and housekeeping roles. As a result, the mid-point for male staff is in the Upper Middle Quartile whilst the mid-point for female staff is in the Lower Middle Quartile.

Bishop's Stortford College did not pay any bonuses during the reported period.

Data

- The mean gender pay gap was 16.13% in favour of male staff.
- The median gender pay gap was 31.96% in favour of male staff.

Quartiles	Male		Female		Description
	Number	%	Number	%	
Upper Quartile	37	51	35	49	The hourly rate places staff above the upper quartile.
Upper Middle Quartile	22	31	50	69	The hourly rate places staff above the median but at or below the upper quartile.
Lower Middle Quartile	22	31	50	69	The hourly rate places staff above the lower quartile but at or below the median.
Lower Quartile	21	29	52	71	The hourly rate places staff at or below the lower quartile.
Total	102	36%	169	64%	Total number applicable: 289

I hereby declare that the information provided in this report is accurate.

P M Stanley
Bursar and Clerk to the Governing Council
04/03/2023