



## 2022 GENDER PAY GAP REPORT

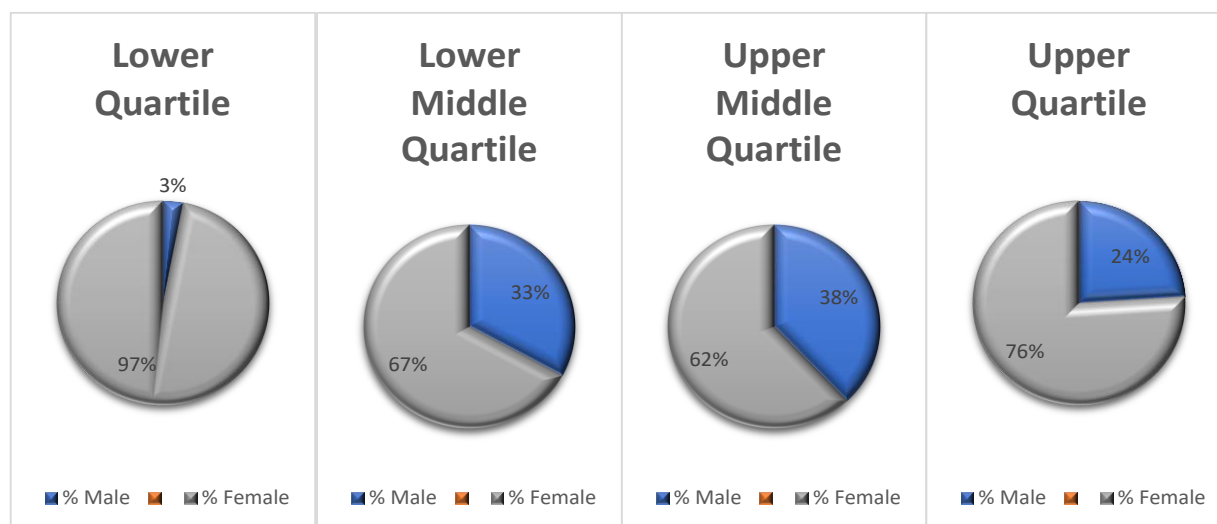
Gender Pay Gap requires employers with 250 or more employees to publish various figures to demonstrate how large the pay gap is between their male and female employees.

### PAY GAP

DIFFERENCE BETWEEN MALE AND FEMALE EMPLOYEES		
	Mean	Median
Hourly Rate of Pay	13.09	27.34
Bonus Pay	N/A	N/A

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 31<sup>st</sup> March 2022).

### PAY QUANTILES



The above image illustrates the gender distribution at Minsthorpe Community College across the four pay quartiles.

### SUPPORTING NARRATIVE

Minsthorpe Community College is committed to the promotion of equality of opportunity and choice for employees and supports fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development.

Pay scales for teachers and support staff are set nationally and not at school level and Minsthorpe Community College adheres to national pay scales for both teachers and associate staff. Male and female staff are paid within the same pay band for the same job role.

The gender pay gap shows that there is a difference in the average pay between men and women. However, in the upper quartile pay band, there is a greater proportion of females than males. This suggests that there is not an issue with women progressing or being appointed to the most senior positions in college. Instead, the findings can be explained by the high proportion of women who work in job roles at the lower end of the pay range within college. This high proportion has the effect of skewing the mean and median figures.