

Gender Pay Report

Reporting Period: 01 April 2023 – 31 March 2024

1.0 Introduction

Myerscough College and University Centre is a specialist land-based and sports college based in the Northwest of England. The main campus is in Bilbottle, eight miles from Preston, with other centres of learning in Liverpool, Blackburn, Ullswater and Manchester. Myerscough actively supports the land-based and sports sectors with close links with employers, professional bodies, and funding organisations. Established in 1894, the College has a long history as a key provider of further and higher education in the land-based and sport sectors.

At Myerscough College, we are committed to equality, diversity, and inclusion. We actively take steps to monitor and assess all policies, practices, and decisions - keeping fairness and equality at the forefront of our minds - to eliminate and prevent any form of discrimination.

1.1 Legislative requirements

The Gender Pay Gap legislation, which was introduced in April 2017, introduces a requirement for employers with over 250 employees to publish their gender pay gap data. As Myerscough College has over 250 employees we are required to annually publish our gender pay gap data at the snapshot date of 31 March each year as we are classed as a public sector employer. We have also taken the opportunity to contextualise and explain our data and outline our commitment and progress made in reducing this gap.

1.2 What is a gender pay gap?

A gender pay gap shows the difference between the average (mean or median) earnings of men and women. It is important to understand that a gender pay gap is different from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. It is unlawful to pay people unequally because of their gender. The gender pay gap shows the differences in the average pay between men and women, irrespective of job role. A high gender pay gap may not be because of any unlawful practice, but it can indicate that there may be issues that employers can address to improve the situation.

1.3 Why is there gender pay inequality?

In society, we have a gender pay imbalance in favour of men; which means, on average, men receive higher earnings than women. A gender pay gap usually occurs because of one of five factors:

1. **Vertical segregation** - the underrepresentation of women in senior, high-paying roles.
2. **Occupational segregation** - women are more likely to work in occupations with high proportions of female co-workers, which tend to be less well paid.
3. **Horizontal segregation** - represented by industrial sector. Women are more likely to work in lower paid and lower skilled industries.

4. **Caring Responsibilities** – Unequal sharing of care responsibilities contributes to a higher proportion of women taking part-time work, which is generally lower paid. Consequently the gender pay gap widens.
5. **Gender discrimination, bias, and corporate culture.**

1.4 What information should organisations be publishing?

As part of the reporting responsibilities, each qualifying organisation must publish the following information:

- **The mean gender pay gap** - the difference between the average pay of all women and all men.
- **The median gender pay gap** - the difference in pay between the middleman and middle woman if you were to line up all employees in the organisation according to pay.
- **The mean bonus gender pay gap**
- **The median bonus gender pay gap**
- **The proportion of male and female employees who received a bonus** - the difference between the average bonus pay of all women and all men.
- **The proportion of male and female employees within each pay quartile** - the difference in bonus pay between the middleman and middle woman, if you were to line up all employees receiving bonuses in the organisation according to pay.

1.5 What are the current implications of gender pay nationally?

The Office for National Statistics (ONS) recorded a gap of 7% between male and female earners in April 2024. It recorded that this had declined from 7.5% from 2023 and means the overall gap has reduced by about a quarter over the past 10 years.

It means the average UK female worker earns 93% of what the average man earns each year.

The gender pay gap measures the difference between average hourly earnings between men and women, as a proportion of male pay.

Among all employees, the gender pay gap decreased to 13.1% in April 2024, down from 14.2% in April 2023. This gap is wider due to larger proportion of women working part-time.

The data showed the gender pay gap was larger among higher earners.

It also found there is a larger gap between men and women over 40 years of age, compared with the gap for younger workers.

2.0 Gender Pay Data

2.1 Mean and Median Pay

2.1.1 The mean is the average and is a useful way of reflecting the full earnings distribution. It is the sum of the hourly rates for both genders divided by the number in the list. What is then reported is the percentage difference between the mean hourly rate for males and the mean hourly rate for females. Myerscough College's mean gender pay gap is 9.91% in favour of males.

That is that male employees are paid 9.91% more than females, however, this has reduced from 13.68% in 2022. Some of the reasons for the remaining gap are that the College has struggled to fill specialist teaching roles in the year and has been subject to market forces driving up pay in what are predominantly and traditionally male occupied roles in engineering and motorsport. On 01 September 2023, Wes Johnson joined the College as Principal and CEO replacing Alison Robinson, this changed the gender mix in the upper quartile of the College staffing. For seven months of this period of the four most senior paid positions within the College, three were male. For the previous two years two of the four were male, this impacts the calculations.

| | Year | Percentage |
|------------------------------------|------|------------|
| 2.1.1 Mean Gender Pay Gap | 2024 | 9.91% |
| | 2023 | 10.98% |
| | 2022 | 13.68% |
| | Year | Percentage |
| 2.1.2 Median Gender Pay Gap | 2024 | 14.05% |
| | 2023 | 19.45% |
| | 2022 | 26.47% |

2.1.2 The median is the middle occurring value where values are listed in numerical order from lowest to highest. What is then reported is the percentage difference between the median hourly rate for men and the median hourly rate for women. It is a good representation of the typical difference. Myerscough College’s Median Gender Pay Gap is 14.05% in favour of males, a significant decrease from the 2022 median of 26.47% in favour of males.

2.2 Mean and Median Bonus Pay

Myerscough College does not operate bonus pay for either male or female employees.

2.3 Percentage of males and females in quartile pay bands

These are calculated by ranking all employees by their hourly rate of pay from lowest to highest and then dividing them into four even groups or quartiles, then looking at the percentage of males and females in each quartile.

Despite positive actions, the quartiles have remained quite similar. Our lower middle and lower quartiles continue to be predominately female and with more fractional contracts. As noted above a male Principal and CEO replaced a female in the same role on 01 September 2023 which is reflected in the upper quartile.

| Quartile | Reporting Year | Male Representation | Female Representation | Year on Year Trend |
|---------------------|----------------|---------------------|-----------------------|--------------------------|
| Lower | 2024 | 27.43% | 72.57% | 0.94% Improvement |
| | 2023 | 26.49% | 73.51% | |
| Lower Middle | 2024 | 25.14% | 74.86% | 1.36% Improvement |
| | 2023 | 23.78% | 76.22% | |
| Upper Middle | 2024 | 49.14% | 50.86% | 0.59% Decline |
| | 2023 | 49.73% | 50.27% | |
| Upper | 2024 | 49.71% | 50.29% | 3.22% Decline |
| | 2023 | 46.49% | 53.51% | |

3.0 Conclusion

Our gender pay gap is caused by a disproportionate split in the gender ratios of staff. We employ a higher percentage of female employees, and we employ a higher proportion of female employees within lower paid roles. As outlined in 1.3 above these challenges are not specific to us, but to the wider society.

The gender pay gap within the College has reduced significantly over the last two years and the College remains committed to taking positive action to continue to close our gender pay gap. We accept that fully closing it will take time.

To continue to reduce our gender pay gap we will:

- Uphold fairness and consistency in all pay-related decisions.
- Integrate gender equality as a core element of our strategic planning for our workforce, delivering EDI training to raise awareness and prevent unconscious bias.
- Apply equality and diversity principles through our FREDIE framework and ongoing training for all managers and staff,
- Continue to offer and support flexible working requests, (where business needs allow), to:
 - retain talented employees,
 - attract candidates who may have taken a break due to family/carer responsibilities' and
 - provide equality of opportunity to achieve career progression on a part time basis, males and females.
- keep gender equality at the forefront of our processes, policies, and decision-making.
- Increase our data reporting functionality to support our work towards equality.
- Continue to build transparency on pay arrangements.

- Actively promote traditionally gender-dominated roles to appeal to and attract a more diverse range of candidates.
- Strengthen retention and employee engagement.

Report approved by the Corporation on 18 March 2025.



Jane Booker

Chair of Governors