



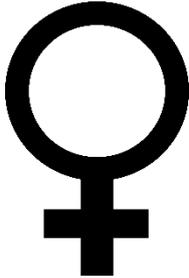
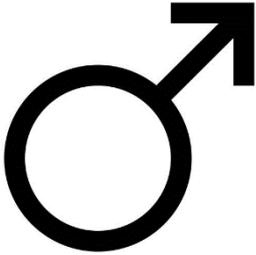
# Gender Pay Gap Report

March 2024

St Helens College employed 561 staff at the time that the data was required to be gathered for the Gender Pay Gap Report.

Whilst this report focuses on pay differences between males and females, the College is committed to giving everyone – people of all genders and backgrounds – the opportunity to participate, unlock their full potential and succeed.

### St Helens College Key Data as of 31 March 2023

 <p>59% of our staff are female</p> <p>The average <b>mean</b> gender pay gap is <b>8.64%</b></p> <p>The mean Gender Pay Gap shows the difference in the hourly rate of pay between men and women in the College.</p>	 <p>41% of our staff are male</p> <p>The average <b>median</b> gender pay gap is <b>11.12%*</b></p> <p><i>*UK national average is 14.3% according to the Office for National Statistics April 2023</i></p>
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### Percentage of men and women in each hourly paid quartile

Band	% of Males	% of Females
Lower quartile	35	65
Lower middle quartile	28	72
Upper middle quartile	56	44
Upper quartile	45	55

## Summary

The College's approach to pay is intentionally gender neutral and analysis shows that the pay gap is driven by the structure of the workforce.

Overall St Helens College employs 18% more females than males. There are more females in support staff roles at the lowest grade points as can be seen above in the Lower Quartile (65%) and Lower Middle quartile (72%).

The College is committed to treating all staff on their individual merit, regardless of their background, gender, or personal circumstances and will continue to invest in its staff through talent management programmes, succession planning, personal development plans and training programmes.

St Helens College is committed to gender neutral pay no matter how many hours or what working arrangements are in place for all of its staff. The College operates a flexible working policy, which is available to all employees and will continue to encourage requests for flexible working and accommodate those requests when it is operationally viable to do so. The College is committed to paying part-time workers the same equivalent salary to those working full-time.

The College has a consistent approach to remuneration aimed at ensuring all employees are paid fairly, based on published pay scales and market rates.

St Helens College recognises several trade unions and consultation on pay is undertaken through the Joint Negotiation, Consultation Committee Meetings led by members of the Executive Leadership Team that consist of both male and female members.

The College is committed to promoting internally and can demonstrate examples where females have been promoted into more senior roles. We are dedicated to continuing this approach.

The College will continue to monitor the Gender Pay Gap and commits to ensuring that the approach to pay remains gender neutral.

The College is committed to gender pay equality and has prepared its gender pay gap statement in line with mandatory requirements.



Simon Pierce

Chief Executive Officer/Principal



Janet Hulme

Director of People & OD