

Gender Pay Gap Summary for website

Craven College is committed to equality of opportunity and to ensuring that staff are equally for doing the same work. The College has a statutory obligation to publish its gender pay gap information. The data presented is based on the snapshot date of 31 March 2025 and sets out the College's gender pay gap position at this time.

The College employed a total of 368 staff on the 31st of March 2025, comprising of 263 female staff and 105 male staff.

The **Gender Pay Gap** shows the difference in average earnings between females and males.

The **mean** Gender Pay Gap is the difference in the average hourly pay for females compared to males employed within an organisation.

The **median** Gender Pay Gap is the difference in salary between at the middle point of pay for females and males employed

	Mean	Median
Gender Pay Gap	10.3%	19.1%

A positive percentage figure reveals that typically, or overall, female employees have lower pay or bonuses than male employees (which most employers are likely to have).

Pay quarters show the percentage of men and women in 4 equally sized groups based on their hourly pay. They indicate how female staff are represented at different levels of the organisation. The proportions of male and female staff in each quartile band are as follows:

		% Female	% Male
Quartile A	Lower hourly pay quarter	83	17
Quartile B	Lower middle hourly pay quarter	76	24
Quartile C	Upper middle hourly pay quarter	73	27
Quartile D	Upper hourly pay quarter	54	46

No bonus payments were paid to staff, and therefore there are no statistics to report for mean bonus pay gap, median bonus pay gap or proportion of males/females receiving bonus payment

Craven College is committed to taking the following actions 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 flexible working and encourage application of the policies that support this
- Encourage and support gender diversity into traditionally male-dominated roles like Construction and Motor Vehicle
- Promote pathways for career progression in roles predominantly held by women
- Use succession planning and workforce planning to support progression from middle pay quartiles into senior role.