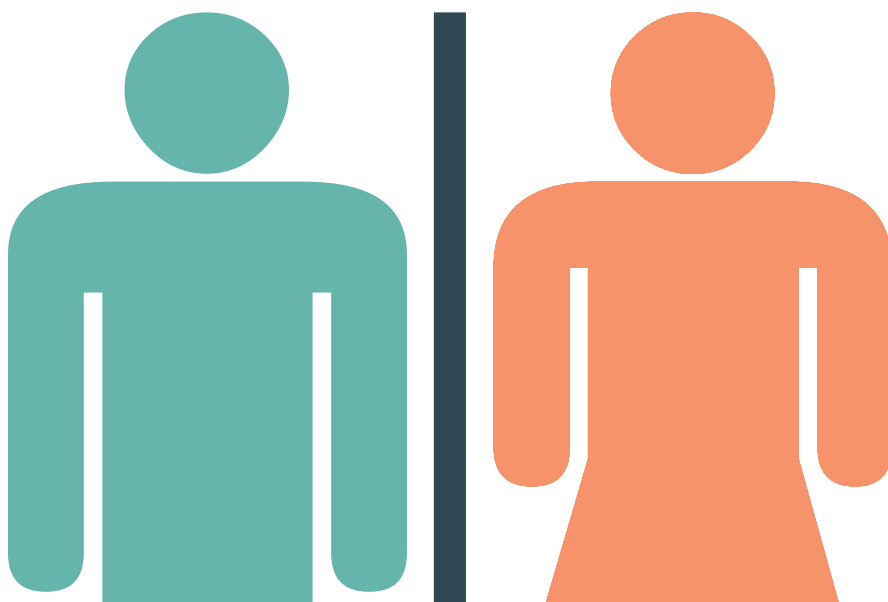


Gender Pay Reporting 2023



Southport College is a General Further Education College in the North West of England. The College fully supports the principle of staff being given equal access to opportunities and being treated with dignity and respect in the workplace which includes equal pay for work of equal value.

The College operates an open and transparent pay structure and has fair recruitment processes, policies and training to ensure there are no gender biases in pay for employees on the same grades or in the recruitment of staff.

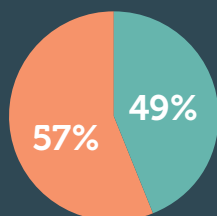


Quartile

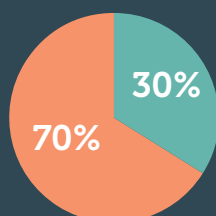
The College employs significantly more female staff than male staff both overall and across all quartiles.



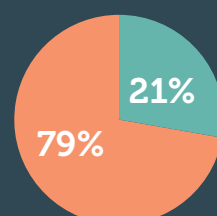
Upper
(75 – 100%)



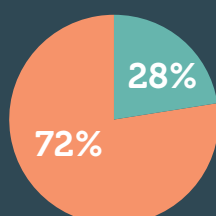
Upper Middle
(50 – 75%)



Lower Middle
(25 – 50%)



Lower
(0 – 25%)



Mean Gender Pay Gap	15.6%
Median Gender Pay Gap	20.9%
Mean Bonus Gender Pay Gap*	0%
Median Bonus Gender Pay	0%

*Not applicable to Southport College, as there isn't a bonus payment system in operation.

There is an overall mean gender pay gap of **15.6%**

The key reason for this difference is that there are significantly more female staff than male staff across part time, term time only, administrative and learning support posts most of which fall within Quartile 1 of the organisational gender profile.

The College will continue to monitor this disparity and identify whether there are any specific reasons for it and whether there are any actions that can be taken to encourage more males to take up positions both overall across college and particularly for roles in Quartile 1.

Note: The information contained in this document is correct at time of print.