

Keighley College prides itself on being an inclusive employer, and we are confident that men and women are paid equally for doing the same job at the college. We are working hard to address any imbalance in the workforce through inclusive and diverse recruitment strategies.

Colin Booth OBE
Chief Executive & Principal

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female employees received. The mean pay gap is the difference between average earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all the salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

The following figures are based on hourly rates of pay on 30 March 2018 for Keighley College and Leeds City College (members of Luminare Education Group).

3.3%
mean pay gap

0.5%
median pay gap

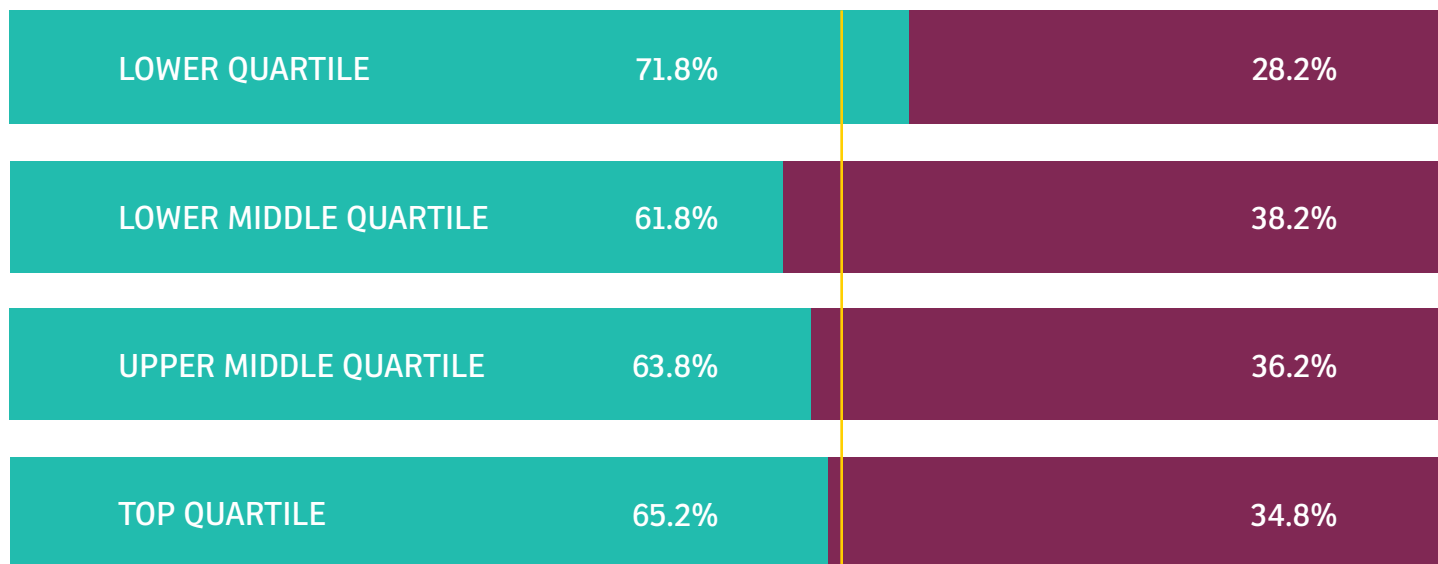
The number of staff in post was 1,284, with female staff making up 65.6% of the workforce overall.

0.11% of women were paid a bonus in this period

0.43% of men were paid a bonus in this period

56% mean bonus gap and median bonus gap

Within each quartile, there is a small imbalance in each quartile with proportionately more women being in the lower quartiles and more men in the upper quartiles.



MALE **FEMALE** **OVERALL**