



Our calculations are based on pay data for more than 600 members of staff on 5 April 2022 as required by the mandatory gender pay gap reporting regulations. The data includes many different roles and levels within the College that have a variety of pay rates.

Our Results 2022

Our pay data as at 4th April 2022 shows the overall difference between men and women;

- Mean gender pay gap = 10.80%
- Median gender pay gap = 21.00%

This means that, on average, female staff were paid less than male staff.

Our gap has increased since our last reported data in 2021;

- Mean gender pay gap = 9.17%
- Median gender pay gap = 21.28%

Bonus Payments

The college has not made any bonus payments in the course of the two years being reported.

The percentage of male and female staff employed across 4 equally sized quartiles

	2021	
	male	female
First quartile - Lowest Paid	29.65%	70.35%
Second quartile	33.53%	66.47%
Third quartile	43.82%	56.18%
Fourth quartile - Highest paid	54.36%	45.64%

Women make up 70% of our total workforce, with their lowest numbers being in the highest paid quartile. On the flip side, whilst making up 30% of our workforce, men have their highest numbers in the top two pay quartiles.

The long-term goal is of Hull College is to significantly reduce our gender pay gap. To date the college has been unable to analyse recruitment data to see the balance of gender in applying for roles, compared to those shortlisted and those who are successful due to the change in recruitment platform used and the loss of data.