



## York College Gender Pay Report: Snapshot Date 31<sup>st</sup> March 2025

### Mean Gender Pay Gap

As at the snapshot date, the average rate of pay for males was £1.52/hour more than that of females. This represents a ***mean pay gap of 8.2%***.

	Mean Pay/hour (£)
Male	18.53
Female	17.01
<b>Mean Pay Gap</b>	<b>8.2%</b>

The previous mean pay gap was 6.5%, so the median has increased by 1.7 percentage points.

### Median Gender Pay Gap

The median pay gap (rather than the mean pay gap) is the principal headline rate that is published. The median rate of pay for males was £0.87/hour more than that of females. This represents a ***median pay gap of 5.1%***.

	Median Pay/hour (£)
Male	17.16
Female	16.29
<b>Median Pay Gap</b>	<b>5.1%</b>

The previous median pay gap was 6.1%, so the gap has narrowed by 1.0 percentage point. Both male and female median pay increased, but female pay rose slightly faster, helping reduce the gap.

### Proportion of Males/Females in Each Quartile Pay Band

The following table sets out the proportion of males and females in each of the quartile pay bands:

	Male		Female		Total
<b>1st Quartile</b>	62	31.2%	137	68.8%	199
<b>2nd Quartile</b>	77	38.7%	122	61.3%	199
<b>3rd Quartile</b>	91	45.7%	108	54.3%	199
<b>4th Quartile</b>	102	51.3%	97	48.7%	199
<b>Total</b>	<b>332</b>	<b>41.7%</b>	<b>464</b>	<b>58.3%</b>	<b>796</b>

(end)