

Gender Pay Report

Reporting Period: 01 April 2024 – 31 March 2025



Professional



Passionate



Collaborative



FREDIE

1.0 Introduction

Myerscough College and University Centre is a specialist land-based and sports college based in the Northwest of England. The main campus is in Bilborrow, eight miles from Preston, with other centres of learning in Liverpool, Warrington and Manchester. Myerscough actively supports the land-based and sports sectors with close links with employers, professional bodies, and funding organisations. Established in 1894, the College has a long history as a key provider of further and higher education in the land-based and sport sectors.

At Myerscough College, we are committed to equality, diversity, and inclusion. We actively take steps to monitor and assess all policies, practices, and decisions - keeping fairness and equality at the forefront of our minds - to eliminate and prevent any form of discrimination.

1.1 Legislative requirements

The Gender Pay Gap legislation, which was introduced in April 2017, introduces a requirement for employers with over 250 employees to publish their gender pay gap data. As Myerscough College has over 250 employees we are required to annually publish our gender pay gap data at the snapshot date of 31 March each year as we are classed as a public sector employer. We have also taken the opportunity to contextualise and explain our data and outline our commitment and progress made in reducing this gap.

1.2 What is a gender pay gap?

A gender pay gap shows the difference between the average (mean or median) earnings of men and women. It is important to understand that a gender pay gap is different from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. It is unlawful to pay people unequally because of their gender. The gender pay gap shows the differences in the average pay between men and women, irrespective of job role. A high gender pay gap may not be because of any unlawful practice, but it can indicate that there may be issues that employers can address to improve the situation.

1.3 Why is there gender pay inequality?

In society, we have a gender pay imbalance in favour of men; which means, on average, men receive higher earnings than women. A gender pay gap usually occurs because of one of five factors:

1. **Vertical segregation** - the underrepresentation of women in senior, high-paying roles.
2. **Occupational segregation** - women are more likely to work in occupations with high proportions of female co-workers, which tend to be less well paid.
3. **Horizontal segregation** - represented by industrial sector. Women are more likely to work in lower paid and lower skilled industries.

4. **Caring Responsibilities** – Unequal sharing of care responsibilities contributes to a higher proportion of women taking part-time work, which is generally lower paid, consequently the gender pay gap widens.
5. **Gender discrimination, bias, and corporate culture.**

1.4 What information should organisations be publishing?

As part of the reporting responsibilities, each qualifying organisation must publish the following information:

- **The mean gender pay gap** - the difference between the average pay of all women and all men.
- **The median gender pay gap** - the difference in pay between the middleman and middle woman if you were to line up all employees in the organisation according to pay.
- **The mean bonus gender pay gap**
- **The median bonus gender pay gap**
- **The proportion of male and female employees who received a bonus** - the difference between the average bonus pay of all women and all men.
- **The proportion of male and female employees within each pay quartile** - the difference in bonus pay between the middleman and middle woman, if you were to line up all employees receiving bonuses in the organisation according to pay.

1.5 What are the current implications of gender pay nationally?

The Office for National Statistics (ONS) recorded a gap of 6.9% between male and female full-time employees in April 2025. It recorded that this had reduced from 7.1% from 2024. In addition, they also commented that the overall gap has reduced by about a quarter over the past 10 years.

It means the average UK female employee in full-time work earns 93.1% of what the average man earns each year.

The gender pay gap measures the difference between average hourly earnings between men and women, as a proportion of male pay.

Among all employees, the gender pay gap decreased to 12.8% in April 2025, down from 13.1% in April 2024. This gap is wider due to a larger proportion of women working part-time.

The data showed the gender pay gap was larger among higher earners.

It also found there is a larger gap between men and women over 40 years of age, compared with the gap for younger workers.

2.0 Gender Pay Data

2.1 Mean and Median Pay

The mean is the average and is a useful way of reflecting the full earnings distribution. It is the sum of the hourly rates for both genders divided by the number in the list. What is then reported is the percentage difference between the mean hourly rate for males and the mean hourly rate for females. Myerscough College’s mean gender pay gap is 11.42% in favour of males. That is that male employees are collectively paid 11.42% more than females, which is an increase from 9.91% in 2024.

This position is reflected in the table in section 2.3, which shows that female representation within the lower pay quartile increased from 72.57% in 2024 to 83.33% in 2025. As this quartile comprises the lowest-paid roles within the College, a higher concentration of female colleagues in this group will have a direct impact on the mean Gender Pay Gap.

Roles within this quartile typically include Inclusive Learning Advisors, Catering Staff and Animal Technicians. These roles have historically attracted higher levels of female representation, reflecting broader occupational trends and societal factors beyond the direct control of the College.

	Year	Percentage
2.1.1 Mean Gender Pay Gap	2025	11.42%
	2024	9.91%
	2023	10.98%
	2022	13.68%
	Year	Percentage
2.1.2 Median Gender Pay Gap	2025	14.25%
	2024	14.05%
	2023	19.45%
	2022	26.47%

The median is the middle occurring value where values are listed in numerical order from lowest to highest. What is then reported is the percentage difference between the median hourly rate for men and the median hourly rate for women. It is a good representation of the typical difference. Myerscough College’s Median Gender Pay Gap is 14.25% in favour of males, a significant decrease from the 2022 median of 26.47% in favour of males.

2.2 Mean and Median Bonus Pay

Myerscough College does not operate bonus pay for either male or female employees.

2.3 Percentage of males and females in quartile pay bands

These are calculated by ranking all employees by their hourly rate of pay from lowest to highest and then dividing them into four even groups or quartiles, then looking at the percentage of males and females in each quartile.

As highlighted above, female representation within the lower pay quartile increased from 72.57% in 2024 to 83.33% in 2025. The remaining three quartiles have remained broadly stable year on year.

It is also important to note that this quartile includes Equine Technicians, this incorporates student employees who are paid at the National Living Wage rate applicable to their age. The inclusion of these roles, which are remunerated at the lower end of the pay scale due to statutory age-related pay thresholds, has a material impact on the composition of the lower quartile and, consequently, on the overall Gender Pay Gap calculation.

Within the equine provision, there is a significantly higher proportion of female students, reflecting participation patterns both in education and in the wider equine industry. This demographic profile is therefore mirrored within the student technician workforce and contributes to the higher female representation observed within the lower pay quartile.

The lower and lower-middle quartiles continue to be predominantly female, with a higher proportion of fractional contracts represented within these groups.

In contrast, the upper-middle and upper quartiles demonstrate a more balanced gender distribution, with male and female representation broadly even.

Quartile	Reporting Year	Male Representation	Female Representation	Year-on-year Difference
Lower	2025	16.67%	83.33%	10.76%
	2024	27.43%	72.57%	
	2023	26.49%	73.51%	
Lower Middle	2025	25.43%	74.57%	0.29%
	2024	25.14%	74.86%	
	2023	23.78%	76.22%	
Upper Middle	2025	50.87%	49.13%	1.73%
	2024	49.14%	50.86%	
	2023	49.73%	50.27%	
Upper	2025	49.13%	50.87%	0.58%
	2024	49.71%	50.29%	
	2023	46.49%	53.51%	

3.0 Conclusion

The College's Gender Pay Gap continues to be driven primarily by the distribution of roles across the workforce, rather than by unequal pay for like work. We employ a higher overall proportion of female colleagues, and female representation remains

concentrated within lower-paid roles. As outlined in section 1.3, these patterns reflect wider occupational and societal trends and are not unique to the College.

Encouragingly, the Gender Pay Gap has reduced overall since 2022. However, the increase in female representation within the lower pay quartile during the current reporting year has had an upward impact on the mean gap. This trend warrants continued monitoring and reinforces the need for sustained focus on workforce planning, progression pathways and inclusive recruitment practices.

The College remains committed to addressing structural imbalances over time. We recognise that fully closing the Gender Pay Gap is a long-term objective, requiring consistent action and we will continue to review progress annually through our reporting and associated action plans.

To continue to reduce our gender pay gap we will:

- Uphold fairness and consistency in all pay-related decisions.
- Integrate gender equality as a core element of our strategic planning for our workforce, delivering EDI training to raise awareness and prevent unconscious bias.
- Apply equality and diversity principles through our FREDIE framework and ongoing training for all managers and staff,
- Continue to offer and support flexible working requests, (where business needs allow), to:
 - retain talented employees,
 - attract candidates who may have taken a break due to family/carer responsibilities' and
 - provide equality of opportunity to achieve career progression on a part time basis, males and females.
- Keep gender equality at the forefront of our processes, policies, and decision-making.
- Increase our data reporting functionality to support our work towards equality.
- Continue to build transparency on pay arrangements.
- Actively promote traditionally gender-dominated roles to appeal to and attract a more diverse range of candidates.
- Strengthen retention and employee engagement.

Report approved by the Corporation on 21 March 2026.



Jane Booker

Chair of Governors