

Blackpool and The Fylde College

Gender Pay Gap

Report 2025



Summary of key points

- This report is based on a snapshot as at 31 March 2025. The previous snapshot was at 31 March 2024.
- B&FC's gender pay gap mean of 6.72% compares very favourably to the UK average mean of 12%
- B&FC's gender pay gap mean for 2025 of 6.72% is lower the 2024 figure of 8% The primary reason for the change is that there has been an increase in females in the highest paid quartile and an increase in males in the lowest paid quartile.
- B&FC's gender pay gap median at 0.03% compares very favourably to the UK average median of 11.3%
- B&FC's gender pay gap median for 2025 at 0.03% has decreased from 0.98% in 2024.

Report

Under our obligations the gender pay gap report is split across the following calculations*

1. Pay as a mean average
2. Pay as a median average
3. Male and female pay split by quartile - each employee's hourly pay ordered from lowest to highest, then divided into four equal groups
4. Bonus pay (does not include PRP, which is included in items 1+2)

All calculations within this report are based on data as at 31 March 2025, in line with Government issued guidelines.

Benchmark

From figures provided by the Office for National Statistics in the Annual Survey of Hours and Earnings the gender pay gap for the education sector in the UK currently stands at 12% mean difference and 11.3% median difference.¹

Conclusions and Next Steps

The gender pay gap at B&FC continues to compare largely favourably against organisations in education and in the UK overall. B&FC remains committed to inclusion. We have reviewed the good practice guide published by the Government Equalities Office in partnership with the Behavioural Insights Team², and B&FC current practice.

The following key actions have been completed to continue to enhance our approach:

1. A regular review of pay and reward at B&FC including sector benchmarking activity.
2. Promotion of our suite of Family Friendly policies and procedures to all employees including the introduction of leave for miscarriage and fertility treatments.
3. Support for female employees experiencing symptoms of the menopause.
4. Continuation of an organisational approach to agile working including a redraft of our guidance in September 2025
5. Continued review by the People function of the recruitment process to ensure there is no gender bias within recruitment and attraction processes.
6. Continued enhancement of existing strong equality, diversity and inclusion activity including extensive unconscious bias training differentiated for all roles.
7. Enhanced use of People data analytics to spot any emerging trends and monitor any barriers to gender equality including in depth analysis of the part time employee cohort to examine any disparity between the full-time cohort.

8. Leading in Recruitment training which covers bias in recruitment and ensuring a gender balance on recruitment panels has been developed and delivered annually as part of mandatory training
9. Promotion of our enhanced offering of Professional Development opportunities, with multiple access methods, both format and timing, to encourage greater participation.

[Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk). this is a summary of all employers and employees based on ONS returns

¹ [Search and compare gender pay gap data - GOV.UK - GOV.UK \(gender-pay-gap.service.gov.uk\)](https://gender-pay-gap.service.gov.uk)

this is a summary of those who provide a return

¹ [Best Practice Gender Pay Actions](#)

Appendix A – Women’s Hourly Rate at Blackpool and The Fylde College

¹Women’s Hourly Rate 2025 (visual adopted from the Government website)

Hourly wages gap

In this organisation, women earn 99.97p for every £1 that men earn when comparing median hourly wages. Their median hourly wage is very slightly lower than men’s.



At B&FC in 2024, women earned 99p for every £1 that men earned when comparing median hourly wages.

At B&FC in 2023, women earned 96.3p for every £1 that men earned when comparing median hourly wages.

At B&FC in 2022, women earned 97.7p for every £1 that men earned when comparing median hourly wages.

At B&FC in 2021, women earned 93p for every £1 that men earned when comparing median hourly wages.

At B&FC in 2020, women earned 94p for every £1 that men earned when comparing median hourly wages.

¹ Government Guidance on calculation

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women’s median hourly wage (the middle paid woman) and men’s median hourly wage (the middle paid man).

The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women’s mean hourly wage and men’s mean hourly wage.

Appendix B – Quartiles and Bonus at Blackpool and The Fylde College

Quartiles at B&FC in 2025

In this organisation, women occupy 54.73% of the highest paid jobs and 66.79% of the lowest paid jobs.

Gender Pay Gap: 2025		
Quartile	Male %	Female %
4th Quartile	45.27%	54.73%
3rd Quartile	63.16%	36.84%
2nd Quartile	32.72%	67.28%
1st Quartile	33.21%	66.79%

Gender Pay Gap: 2024		
Quartile	Male %	Female %
4th Quartile	46.22%	53.78%
3rd Quartile	59.38%	40.63%
2nd Quartile	34.71%	65.29%
1st Quartile	31.72%	68.28%

Difference compared to previous year		
Quartile	Male %	Female %
4th Quartile	-0.95%	0.95%
3rd Quartile	3.78%	-3.78%
2nd Quartile	-1.99%	1.99%
1st Quartile	1.49%	-1.49%

At B&FC in the 2024 return, women occupied 54.5% of the highest paid jobs and in the 2023 return women occupied 51.7% of the highest paid jobs. At B&FC in the 2022 return, women occupied 70.3% of the lowest paid jobs and in the 2023 return women occupied 71.1% of the lowest paid jobs.

Employees across the top quartile have a relatively equal distribution between male and female employees though there has been an increase in female colleagues in the 1st quartile and a decrease in the 4th quartile in 2025. Employees within the lower middle and lower quartiles have a greater distribution towards female employees. These quartiles include positions within catering, cleaning and administration that female employees primarily hold.