



Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations each year showing the pay gap between male and female employees. The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The figures are based on employee data as at 31st March 2019. At this date, Berkshire College of Agriculture employed 324 staff, 100 (27.16 %) of which were male and 224 were (72.84%) were female.

Gillian May

Gillian May
Principal and CEO



MEAN GENDER PAY GAP IN HOURLY PAY

MALE: £12.99
FEMALE: £13.41

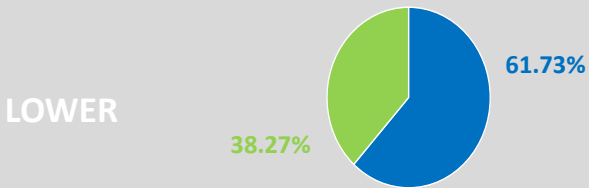
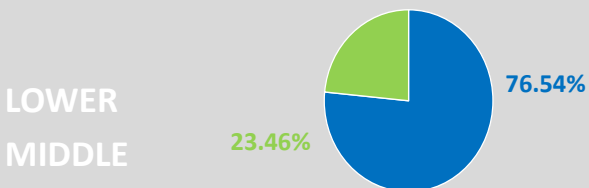
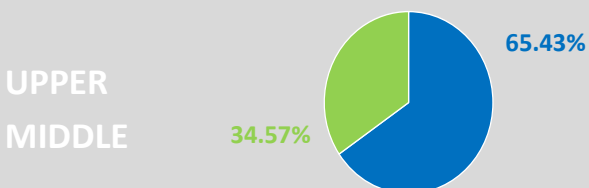
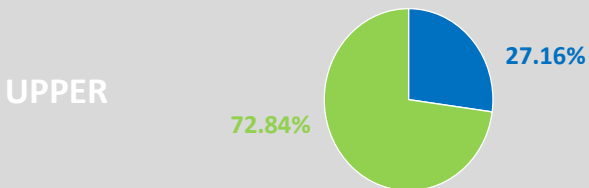
MEN'S HOURLY RATE IS -3.23% LOWER

MEDIAN GENDER PAY GAP IN HOURLY PAY

MALE: £12.13
FEMALE: £12.14

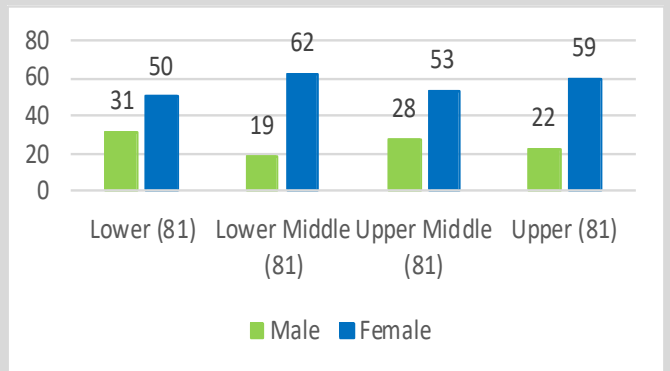
WOMEN'S HOURLY RATE IS 0.08% HIGHER

HOURLY RATE QUARTILES (%)



MALE ■ FEMALE ■

NUMBER OF MEN AND WOMEN IN EACH PAY QUARTILE



PROPORTION OF MEN AND WOMEN RECEIVING A BONUS PAYMENT



WOMEN

1.23% were paid a bonus



MEN

2.70% were paid a bonus

WOMEN'S BONUS PAY IS 130% LOWER (MEAN)
WOMEN'S BONUS PAY IS EQUAL AT 0% (MEDIAN)