

Gender Pay Gap Report for Askham Bryan College 2024–2025

Mean Gender Pay Gap

At the snapshot date of 5 April 2025, the average rate of pay for males was £1.60/hour more than that of females. This represents a mean pay gap of 9.08%.

	Mean (average) Hourly rate of pay £
Male	17.69
Female	16.09
Mean Pay Gap	9.08%

Median Gender Pay Gap

The median rate of pay for males was £1.76/hour more than that of females. This represents a median pay gap of 10.8%.

	Median (average) Hourly rate of pay £
Male	16.29
Female	14.53
Median Pay Gap	10.8%

Pay Quartiles

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

Lowest to highest	Male		Females		Number per quartile
	Number	%	Number	%	
1st Quartile Lower	23	19.8%	93	80.2%	116
2nd Quartile Lower Middle	29	25.2%	86	74.8%	115
3rd Quartile Upper Middle	34	29.6%	81	70.4%	115
4th Quartile Upper	42	36.5%	73	63.5%	115
Overall	128	27.8%	333	72.2%	461