

Equal Pay Statement

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Middlesbrough College is committed to ensuring fair, transparent and equitable pay arrangements for all employees. The College supports the principle of equal pay for equal work and is committed to meeting its obligations under the Equality Act 2010. We aim to ensure that pay, contractual terms, development opportunities and career progression are applied fairly and consistently, without unlawful discrimination.

Middlesbrough College's policy aims to support equal pay in relation to remuneration, contractual terms, development and career progression for all staff, ensuring that levels of reward are appropriate to the relative size, responsibility and content of each role. The College is committed to maintaining a fair, consistent and just pay system.

Middlesbrough College is committed to ensuring that employees have confidence in the fairness and transparency of its pay arrangements. The College will continue to work in partnership with recognised Trade Unions and relevant stakeholders to identify, review and address any pay practices that may give rise to unfair or unlawful inequality.

Middlesbrough College will continue to work with stakeholders and recognised Trade Unions to support fair pay, transparency and appropriate action planning where pay-related issues are identified.

Middlesbrough College believes that fair and transparent pay systems demonstrate good employment practice and support a positive, inclusive workplace culture. This commitment benefits employees and students while supporting effective financial management.

Middlesbrough College believes that these efforts will help prevent unfair discrimination, improve morale, support recruitment and retention, and contribute to the College's wider strategy to attract and retain the very best staff.

Middlesbrough College's objectives are to:

- Eliminate any unfair, unjust or unlawful practices that may impact pay, contractual terms, progression or reward.

- Take appropriate and timely action to address any issues identified through review, monitoring or consultation.

- Regularly monitor and review the application of pay-related policies and procedures, including appointment, progression, allowances and contractual terms.

- Conduct regular equal pay reviews and use the findings to inform appropriate action planning and governance reporting.

Middlesbrough College complies with National Minimum Wage and National Living Wage requirements and will review pay arrangements in line with statutory rate changes.

Gender Pay Gap

Middlesbrough College is committed to identifying, understanding and addressing any gender pay gaps through analysis, monitoring and appropriate action planning.

Middlesbrough College publishes its annual Gender Pay Gap Report on the College's website following consultation with the Corporate Services Committee. The College will keep its approach under review in line with statutory reporting requirements and relevant government guidance.

For clarity:

Equal pay relates to men and women receiving equal pay for equal work, including like work, work rated as equivalent and work of equal value.

The gender pay gap is the difference between the average pay of men and women across the workforce. It is a broader workforce measure and does not necessarily indicate an equal pay issue.