



Equal Pay Statement

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Middlesbrough College is committed to the principles of equal pay for all of our employees and aims to eliminate any gender bias in its pay systems. The College understands that equal pay between males and females is a legal right in accordance with both UK and European law.

Middlesbrough College's Policy aims to reflect equal pay with respect to remuneration, development and career progression for all staff in ensuring that the level of reward is appropriate to the relative size and content of the job. It is in the interests of Middlesbrough College to ensure that it has a fair and just pay system.

Middlesbrough College is working towards ensuring that employees have confidence in the College process of eliminating gender bias and has therefore been committed to working in partnership with the recognised Trade Unions.

Middlesbrough College will continue to work with the various stakeholders and the recognised Trade Unions, in particular in taking action to ensure that it provides equal pay.

Middlesbrough College believes that eliminating gender bias in its pay systems demonstrates best practice and a commitment to its employees and students through equitable, fair and transparent reward mechanisms, whilst effectively managing finances.

Middlesbrough College believes that these efforts will avoid unfair discrimination and will ultimately improve morale and enhance effectiveness and efficiency in fulfilling its strategy and contribute to the vision as a place which attracts and retains the very best staff.

Middlesbrough College's objectives are to:

- Eliminate any unfair, unjust or unlawful practices that impact on pay.
- Take appropriate action to address these accordingly.
- Regularly monitor and review the application of its policies and procedures.
- Conduct a regular review of salary and contract terms.

Middlesbrough College is at present 100% compliant with the National Living Wage and National Minimum Wage depending on the age of the employee.

This document should be read in conjunction with the College's Pay Strategy.

Gender Pay Gap

From April 2017, employers with 250 or more employees are required to publish their Gender Pay Gaps within twelve months as a new legal requirement. The UK Gender Pay Gap is 17.9% for all workers and 8.6% for full time staff.

Middlesbrough College is committed to identifying and addressing any Gender Pay Gaps.

Middlesbrough College also publishes its annual Gender Pay Gap Report on the College's Website following consultation with the Corporate Services Committee.

For clarity:

- Equal Pay relates to the same work for the same pay.
- Gender Pay Gap is the salary average difference between men and women.