

The Equality Act 2010 (*Gender Pay Gap Information*) Regulations 2017 requires all employers employing 250 or more employees to publicly report on their gender pay gap. This report gives the gender pay gap at the College as of 31 March 2024

Introduction

- 1.1 The gender pay gap shows the difference in the average earnings between all men and women in an organisation.
- 1.2 The College pays colleagues equally, but it is important to distinguish between equal pay and the gender pay gap. Equal pay issues arise when men and women are paid differently, despite doing the same work or work of equal value. This is not a concern at the College. Gender pay however, is a much broader concept which compares the average earnings of men and women within an organisation. This difference is expressed as the percentage between men and women's pay.
- 1.3 From April 2017, employers with 250 or more employees must publish their gender pay gap. The pay gap must be reported in a variation of ways:
- 1.3.1 mean and median gender pay gaps;
 - 1.3.2 mean and median gender bonus gaps;
 - 1.3.3 proportion of men and women who received bonuses; and
 - 1.3.4 proportion of men and women according to quartile pay bands
- 1.4 The **mean** gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- 1.5 The **median** gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- 1.6 The College does not operate a bonus scheme, as such there is not a requirement to report on bonus payments.

1. Gender Profile

- 1.1 *Table 1* shows the overall percentage of female staff (*gender profile*), stands at 63%, which is a decrease of 1% compared to last year. This is the fourth year in a row the female percentage has decreased.

| Gender | Percentage of Total Workforce | | | | | | |
|--------|-------------------------------|------|------|------|------|------|------|
| | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
| Female | 64% | 64% | 64% | 66% | 65% | 64% | 63% |
| Male | 36% | 36% | 36% | 34% | 35% | 36% | 37% |

(Table 1: Workforce Gender Profile)

2. Gender Pay Gap

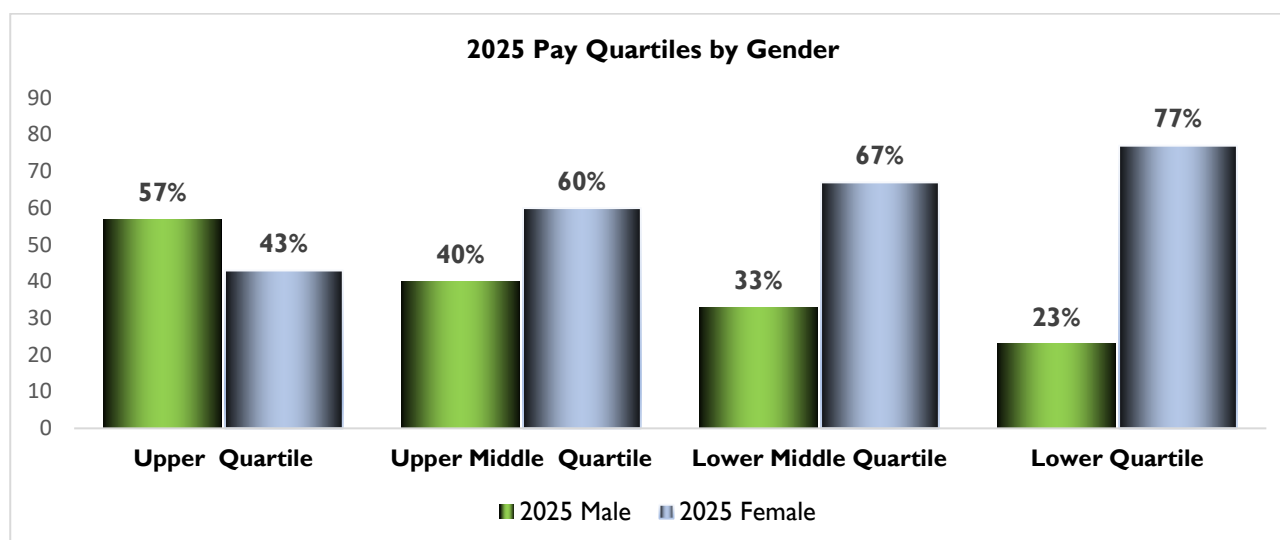
- 2.1 *Table 2* shows the mean and median gender pay gap as of 31 March 2025 compared to the previous years.

| Category | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|-----------------------|------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| Mean Gender Pay Gap | 12.9% in favour of men | 9.82% in favour of men | 10.52% in favour of men | 13.41% in favour of men | 10% in favour of men | 12.47% in favour of men | 12.45% in favour of men |
| Median Gender Pay Gap | 13.7% in favour of men | 15.37% in favour of men | 11.12% in favour of men | 18.66% in favour of men | 21.01% in favour of men | 23.33% in favour of men | 25.53% in favour of men |

(Table 2: Mean and Medium Gender Pay Gap)

4 Pay Quartiles

4.1 *Chart 1* shows the proportion of males and females in each pay quartile as of 31 March 2025.



(Chart 1: Pay Quartiles)

5 Analysis of Pay Gap Data

- 5.1 Analysis of the data shows that the College has seen a slight reduction in the in the mean value pay gap by compared to the value for 2024.
- 5.2 There has been an increase in the median value pay gap by 2.2% compared to 2024, this is a similar increase as last year and represents the fourth year this has increased in a row.
- 5.3 The College is reporting a median pay gap of 25.53% compared to the UK pay gap of 12.8% in 2025 (*Office for National Statistics*).
- 5.4 The mean figure of 12.45% is more comparable for the College, as this represents the average difference between males and females across all pay scales and is representative of the higher percentage of females employed at the College.
- 5.5 Females are well represented at the ELT, SLT and CLT levels of the College.
- 5.6 The main reasons for the College's current gender pay gap are:
- 5.6.1 There continues to be a higher percentage of males in the upper quartile.
 - 5.6.2 Despite there being significantly more females in each of the other quartiles, overall, there remains a higher percentage of females in the lower quartiles which represent more junior roles and therefore lower salaries.
 - 5.6.3 The percentages across the quartiles have not changed significantly compared to last year.
 - 5.6.4 It is still the case that females are more likely than males to take time out from work to start a family, look after children or other family members.
 - 5.6.5 Females are still more likely to work part-time or term-time only, with such roles often attracting a pro-rata or lower salary.

6 Commitments for the Future

- 6.1 The College is committed to improving the gender pay gap and will prioritise the following areas for action over the next 12 months:
- 6.1.1 To continually review the College recruitment and career progression opportunities;

- 6.1.2 Where appropriate, encourage both males and females to consider family friendly and flexible working policies;
 - 6.1.3 Consult with the College joint trade unions to identify any barriers for career progression;
 - 6.1.4 Continue to encourage staff at all levels to participate in formal job training opportunities;
 - 6.1.5 Continue to ensure staff can discuss their development opportunities and to embed succession planning within the Performance Development Review (*PDR*) framework; and
- 6.2 The College is committed to reporting gender pay on an annual basis.