

Gender Pay Gap Report for 2025 reporting year

Introduction

The gender pay gap (GPG) is defined as the difference between the average pay of men compared to the average pay of women (the mean). The median pay gap is the difference between the midpoints in the ranges of hourly earnings of male and female employees. The gender pay gap is usually bigger if in practice women do more of the less well-paid jobs than men.

Gender pay is not the same as 'equal pay'. The Gender Pay Gap is the difference between the average pay of men compared to the average pay of women across the college. This means that if women do more of the less well-paid jobs than men the gender pay gap will be bigger.

Equal pay covers the requirement for men and women to be paid at the same rate for performing the same work, or work that is considered to be of equal value. The College has a long-standing equal pay/salary setting framework where rates of pay are set according to the role and not based on the individual undertaking the role. This is designed to deliver equality, fairness and transparency when setting pay.

Having a transparent pay system means that we can be confident that our gender pay gap is driven by the structure of our workforce i.e., the concentration of more males in more senior positions and in investigating the reasons for this. It allows us to then look at potential strategies to reduce our pay gap.

The College is committed to advancing equality of opportunity and ensuring staff are treated fairly and equitably, not least in the area of pay.

Background information.

The figures in this report are based on the hourly rates of pay for staff employed at the College as at 31st March 2025 (the snapshot date) and looks at the hourly rate of so called 'full pay relevant employees'. These are all employees who were earning their normal rate of pay in the period in which the snap shot date fell. Anyone on unpaid leave, reduced pay due to maternity/paternity leave etc. are excluded from the data.

The hourly rate of pay for staff is calculated on gross basic pay, management allowances and additional payments. We are however required to calculate the hourly rate after the deduction of any salary sacrifice payments that apply to individual staff (i.e. childcare vouchers). Overtime pay is not included.

Gender Pay Gap figures as at 31st March 2025

| | |
|-----------------------|------|
| Mean Gender Pay Gap | 7.8% |
| Median Gender Pay Gap | 20% |

This tells us that on average women, earn 80p for every £1 that men earn when comparing median hourly pay and that women's mean hourly pay is 7.8% lower than men. The median pay gap has increased very slightly from last year (from 20.2% to 20.9%).

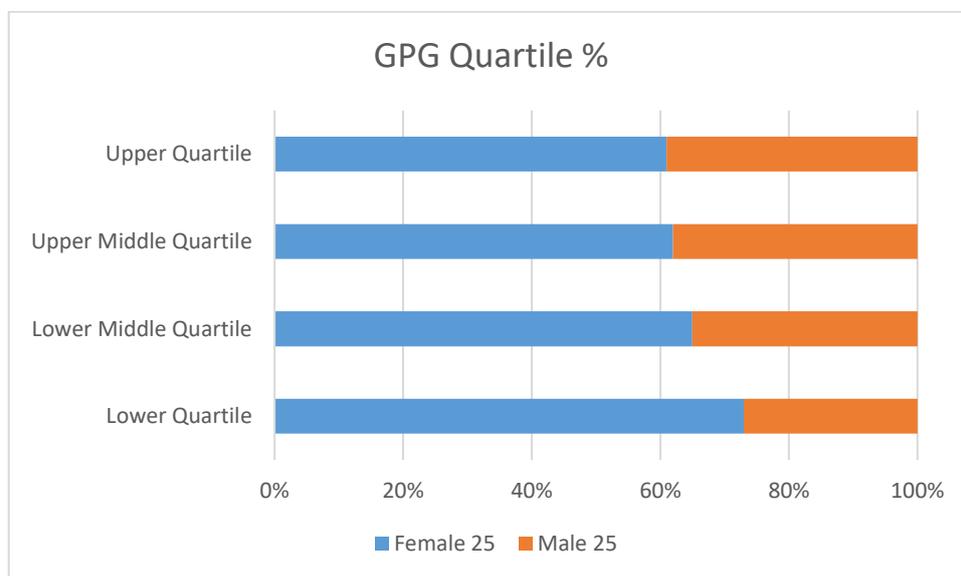
Bonus Pay Gap as at 31st March 2025

We are also required to report on the pay gap in bonus payment. No staff receive a bonus since the Support Staff Standards Payment Scheme was discontinued in September 2023 therefore, we have a 0% bonus pay gap.

Pay Quartiles

This is the proportion of male and female when hourly rates are ranked in order from the highest to the lowest and then split into four groups (quartiles) Lower quartile represents the lowest salaries, and the upper quartile represents the highest salaries.

| Quartile | Male | Female |
|-----------------------|------|--------|
| Lower Quartile | 27% | 73% |
| Lower Middle Quartile | 35% | 65% |
| Upper Middle Quartile | 38% | 62% |
| Upper Quartile | 39% | 61% |



Comments.

The overall workforce is 65% female 34% male. Women are the majority in every quartile but representation declines steadily from the lower to the upper quartiles. This indicates that there is a greater concentration of men in the higher paid roles.

Women occupy 61% of highest paid jobs (no change from 2024) This equates to an underrepresentation of 4pp (61%-65%). Men are overrepresented at 4pp (39% vs 35)% The male share increase most between Lower and Lower- Middle quartiles which suggests structural differences around the middle of the pay distribution i.e. early progression into higher paid pathways rather than a 'cliff at the very top is influencing our pay gap.

In the Lower and Lower Middle Quartile the proportion of women employed has increased, whilst in the Upper Middle Quartile the proportion of women employed by the college has decreased, with a corresponding increase in males employed in these areas. The balance between male and female employees remains the same in the Upper Quartile.

The mean gender pay gap of 7.8% is a 3% decrease on last year which is because of an increase in females in the Lower middle quartile. which has had a disproportionate impact on our overall Gender pay gap. Our gender pay gap is largely driven by the fact that whilst we are a majority female workforce with an approximate break down of 1/3 male 2/3 females most male employees are employed in the upper Middle and Upper quartiles and the lower quartiles have a greater percentage of female workers.

If we discount our cleaning and catering workforce, which is predominantly female then our Median gender pay gap reduces to 1% and our Median Gender Pay Gap drops to 0% which is an improvement on previous years

The College workforce reflects national trends and has what could be considered a traditional balance of male/female workers i.e. more females than men in the lower pay bands and more female part time workers, particularly amongst teaching staff. It is not uncommon for a female worker to work full time, reduce to part time whilst balancing childcare and other caring responsibilities. This pattern of work impacts directly on earning potential and promotional opportunities, leading to the imbalance between male and female colleagues in the Upper Middle and Upper Quartiles.

It is also worth noting that given our relatively small size (320) employees small changes in staffing can have a significant effect on our percentage changes and that, despite our gender pay gap we still have a higher proportion of female staff in the upper pay quartiles.

When comparing our GPG with other organisations it is worth noting that a significant proportion of the College workforce in the lower quartile are employed in areas that are traditionally contracted out (cleaning/catering) and in many instances this is not be included in comparator institutions data.

Future Areas of Focus

1. We will continue to work towards closing the gender pay gap and work to identify barriers to progression for female staff.
2. We will actively develop family friendly policies and culture to encourage and reduce barriers to female participation at senior levels with specific emphasis on female related issues i.e. menopause/childcare etc.
3. Training and development remain a key strength of the Trust, and we will continue to ensure that our staff have access to training and development that will enable them to maximise their potential and to develop the skills and knowledge to be able to move into management and senior positions.
4. We will ensure that a review of the workforce is undertaken to understand the age/gender/ ethnicity profile across the Trust, in order to identify areas for improvement and develop targeted succession planning.
4. To increase the use of social media and innovative recruitment practices to target unrepresentative sections of our work force and to foster a culture of inclusion and aspiration.
5. We are committed to encouraging flexible working and job share opportunities for all roles, including management positions. This will include working from home initiatives (where appropriate and the job allows)