



GENDER PAY GAP 2025

Introduction:

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, organisations with 250 or more employees are required to publish an annual report on the differences in average pay between male and female employees.

Report data is calculated using the methodology stipulated by government guidance, which requires data at a snapshot date of **31 March** to be presented through the following six prescribed calculations:

1. **Mean gender pay gap:** The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
2. **Median gender pay gap:** The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
3. **Mean bonus gap:** The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
4. **Median bonus gap:** The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
5. **Bonus proportions:** The proportions of male and female relevant employees who were paid bonus pay during the relevant period
6. **Quartile pay bands:** The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

The gender pay gap differs from equal pay.

The gender pay gap is a measure of the difference between average pay of men and women across the whole organisation, regardless of what roles they are performing.

By contrast, equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

THE DATA USED:

1. The data used for this exercise has been taken from March 2025's payroll, which includes the snapshot date of 31 March 2025, in line with the regulations.
2. Data includes all employees who are paid on a substantive or fixed term basis as well as College Casual and Sessional Staff and Apprentices.
3. For Casual and Sessional staff who do not have a regular number of weekly hours an average of the number of hours worked over the preceding 12-week period has been used.
4. The data includes basic pay and all allowances (including market pay supplement payments and shift pay allowances).
5. The data does not include overtime pay, maternity pay, redundancy or termination payments or non-cash benefits (e.g. those paid through salary sacrifice such as childcare vouchers).
6. For the purposes of this report, a pay period of one month equates to 30.44 days (as specified in the regulations).
7. In line with the regulations employees have been separated into two categories of people:
 - 7.1. **Relevant employees:** each individual jobholder employed by the College at the snapshot date (31 March 2025). This is a total of 698 employees, of which 262 are males (38%) and 436 are females (62%).
 - 7.2. **Full Pay relevant employees:** a relevant employee who is employed by the College and is receiving 'full-pay' during the specified pay period. This equates to a total of 657 employees of which 240 are males (37%) and 417 are females (63%). Where an employee is being paid less than their usual rate of pay or zero (i.e. due to maternity or sickness) then they are not classed as a 'full-pay relevant employee' for the purposes of the report.

Mean Gender Pay Gap:

Gender	Number of staff (full-pay relevant employees)	Mean hourly rate of pay	Mean Gender Pay Gap %
Female	417	£16.86	12.89%
Male	240	£19.35	

Median Gender Pay Gap:

Gender	Number of staff (full-pay relevant employees)	Median hourly rate of pay	Median Gender Pay Gap %
Female	417	£14.98	20.40%
Male	240	£18.82	

Mean Bonus Pay Gap:

Gender	Number of staff (relevant employees who received a bonus)	Mean bonus rate of pay	Mean Bonus Pay Gap %
Female	6	£323.94	69.10%
Male	6	£1,048.40	

Median Bonus Pay Gap:

Gender	Number of staff (relevant employees who received a bonus)	Median bonus rate of pay	Median Bonus Pay Gap %
Female	6	£197.43	80.15%
Male	6	£994.66	

Bonus Proportions:

Gender	Number of staff paid a bonus	% paid a bonus
Female	6	1.83%
Male	6	2.29%

Quartile Pay Bands:

Quartile	Number of staff (full-pay relevant employees)	% of Males	% of Females
Upper	164	45.12%	54.88%
Upper Middle	164	48.78%	51.22%
Lower Middle	164	26.83%	73.17%
Lower	165	25.45%	74.55%

Conclusions:

This report continues to demonstrate the positive impact of sustained pay improvements and change management programmes designed to reduce pay and role inconsistencies across the College.

The mean gender pay gap has improved by 1.26%, reducing the gap between male and female pay to 12.89%, (from 14.15% in 2024). This represents a further narrowing of the difference in average hourly pay between male and female employees.

The median gender pay gap, which reflects the difference in pay between males and females in the middle of the organisation, has marginally reduced by 0.03% to 20.40% (from 20.43% in 2024). This suggests relative stability in the pay distribution of roles across the College.

The College does not operate a bonus or performance related pay scheme. Bonus payments are only made where a consolidated pay award cannot be applied due to specific contractual circumstances. The mean and median bonus pay gaps have increased to 69.10% and 80.15% respectively (from 54.87% and 60.71% in 2024). With such a small sample size (just 1.83% of female employees and 2.29% of male employees receiving a bonus in 2025), the bonuses also being pro-rated to contractual hours and service during the relevant period and the exceptional nature of these payments, the bonus pay gap figures are not representative of broader pay practices within the College and do not reflect a wider pay disparity.

The College pay structures currently include a combination of incremental pay ranges and spot salaries. Spot salary rates do not increase automatically but ensure equal pay for employees performing the same role, regardless of service, or any other factor.

At the snapshot date, approximately 49% of College staff are employed in roles attached to a pay grade range and are therefore eligible for annual incremental progression within that range, and until the ceiling of the grade range is reached. Movement within these pay ranges naturally alters the distribution of staff across pay quartiles more frequently, while roles linked to fixed spot salaries may shift within the quartile distributions over time. Alongside an increase in the number of female employees to 417 in 2025 (from 407 in 2024) and a smaller increase in male employees to 240 in 2025 (from 239 in 2024), these factors have influenced pay distribution and the median pay rate report outcomes.

Female employees continue to represent approximately three quarters of staff in the lower pay quartiles. In addition, 39% of staff in the lower pay quartiles occupy roles linked to the National Minimum Wage (NMW), including roles linked to the College's commercial Nursery and Catering departments where 100% of staff are also female.

Overall, the Gender Pay Gap (GPG) has continued to improve, reflecting the ongoing impact of pay initiatives introduced in recent years.

The College continues to have a significant number of roles that are predominantly filled by one gender (e.g. Nursery Staff, Learning Support Practitioners), which tend to be positioned towards the lower end of the pay scale. In addition, pay comparisons for the purposes of this report include the most senior position in the organisation, which is currently held by a male employee. As a result, whilst the current workforce composition remains a continued gender pay gap is mathematically inevitable. This does not indicate unequal pay for males and females performing equivalent roles.

The College has commenced implementation of a longer-term pay initiative to incrementally remove pay ranges and move towards an eventual spot rate for all roles. This approach is intended to enhance transparency and further strengthen pay equity, ensuring that employees performing the same roles are paid the same rate, irrespective of service-related factors.

In the meantime, the College continues to offer flexible employment opportunities that reflect the community it serves, including many part-time and/or term time working roles, which also continue to attract a proportionally higher number of female employees.

Workforce composition is therefore likely to remain a contributing factor to the gender pay gap. However, the continued reduction in the mean gap demonstrates positive progress toward greater pay equity.