Gender Pay Gap Report

Introduction

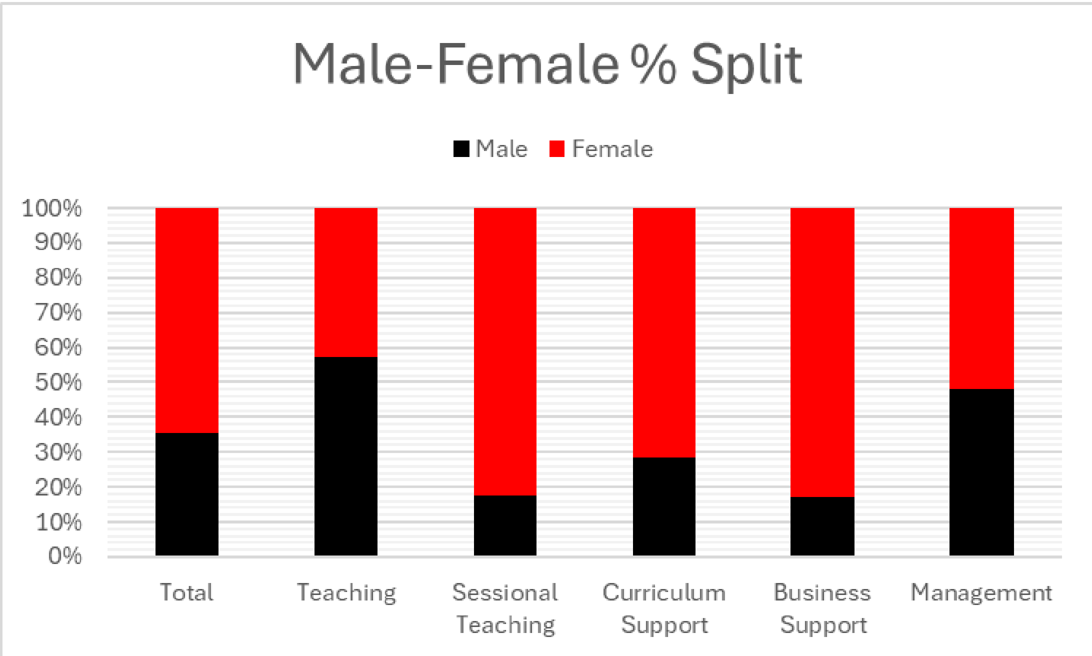
Our values of Aspiration, Integrity, and Respect guide everything we do and drive our efforts to create an inclusive and equitable workplace.

Publishing this gender pay gap report reflects our dedication to Integrity; being transparent and accountable in how we reward and recognise our people. It also demonstrates our Aspiration to continually improve, ensuring that opportunities for growth and advancement are accessible to all. Finally, it reinforces our commitment to Respect, by valuing diversity and treating every employee fairly.

We publish this report with the aim of providing analysis of the median and mean gender pay gap results and the underlying factors that contribute to these differences. While a gender pay gap does not necessarily indicate unequal pay for equal work, it does highlight representation trends and structural challenges that we must address.

On 31st March 2025, the college employed relevant 319 employees (206 females and 113 male). Of those employees, 64.58% were female which is a 3.4% reduction from last year.

The following table shows the male/female split in areas across the areas of the college.



The Gender Pay Gap Explained

The gender pay gap is typically measured using two key metrics: the median and the mean. The median pay gap represents the middle point of the pay distribution, where half of the employees earn more and half earn less. The mean pay gap, on the other hand, is the average difference in pay between men and women. Both metrics offer valuable insights but can highlight different aspects of pay inequality.

Median Pay Gap

The median pay gap is often considered a more accurate reflection of the typical employee's experience, as it is less affected by outliers—extremely high or low earners—that can skew the mean. It provides a clearer picture of the central tendency in pay differences and is a useful indicator of the overall disparity faced by the majority of workers.

Mean Pay Gap

The mean pay gap, while susceptible to distortion by outliers, is important for understanding the broader context of pay inequality. It takes into account the total earnings of all employees and can highlight significant discrepancies at the high or low ends of the pay scale. The mean pay gap can reveal structural issues within an organisation or industry that contribute to unequal pay.

Factors Contributing to the Gender Pay Gap

Several factors contribute to the gender pay gap, including occupational segregation, differences in work experience, education, and the impact of part-time work. Additionally, unconscious bias and discrimination continue to play a role in perpetuating pay disparities.

Occupational Segregation

Occupational segregation refers to the concentration of men and women in different types of jobs. Traditionally female-dominated fields, such as curriculum support work and administration, where a large proportion of our staff sit, offer lower pay compared to male-dominated fields like teaching in construction and engineering. This segregation can significantly impact the median and mean gender pay gaps.

Part-Time Work

Women are more likely than men to work part-time, often due to caregiving responsibilities. We have a high number of term time only and part time roles in the College. Part-time work typically offers lower hourly wages, exacerbating the pay gap. Our median pay gap is heavily influenced by the prevalence of part-time work among women.

Median Pay Gap Analysis

The median pay gap for the college indicates that women earn 23.59% less than men. Below we have compared the medium pay gap over the last 5 years, which shows gradual improvement.

	2025	2024	2023	2022	2021
Median Pay Gap	23.59%	24.4%	26%	27%	33%

This shows that in 2025, for every £1 earned by a male, a female earns 76.4p. This is an improvement compared to 2021 when a female earnt 67p for every £1 earnt by a male.

The median pay gap figure suggests that, on average, women occupy lower-paying positions within the college. The data may also reflect the impact of occupational segregation and part-time work. 53.4% of females employed at the college are in curriculum support roles. These roles tend to be at the lower end of the pay structure. 41.59% of males employed at the college are in teaching roles, which tend to be at the mid to higher end of the pay structure

Mean Pay Gap Analysis

The mean pay gap shows a 12.76% difference in average earnings between men and women. Below we have compared the mean pay gap over the last 5 years.

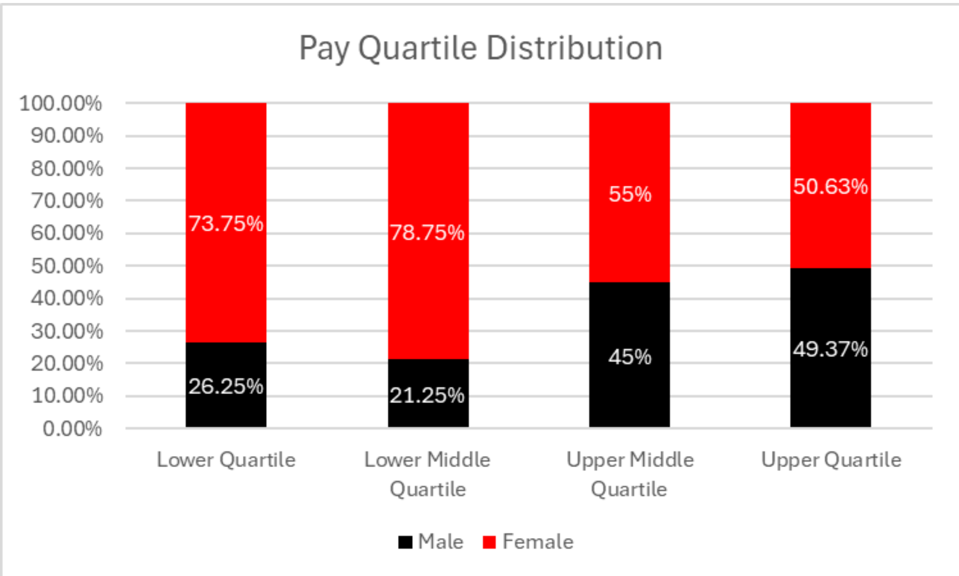
	2025	2024	2023	2022	2021
Mean Pay Gap	12.76%	10.6%	14.41%	13%	21%

This shows that in 2025, for every £1 earned by a male a female earns 87.24p. This is an improvement compared to 2021 when a female earnt 79p for every £1 earnt by a male.

This discrepancy highlights the presence of high-earning male employees, potentially in senior or specialised roles, which can skew the overall average.

Quartile Analysis

The quartile analysis allows us to understand the split across all four quartiles of gender pay at the College. Despite the higher % of women in employment at the College, the upper quartile has an almost-equal distribution; this quartile is dominated by teachers and managers. The lower quartile has a much higher % of females is a mixture of business administration and curriculum support. This trend is consistent with 2024.



Strategies for Closing the Gender Pay Gap

Addressing the gender pay gap requires a multifaceted approach, targeting the root causes of pay disparities. The following strategies are being used as part of our people strategy to reduce the median and mean pay gaps:

Promoting Equal Opportunities

Ensuring equal opportunities within our recruitment process and career development is crucial. We have unbiased recruitment processes and are developing transparent succession planning processes.

Supporting Work-Life Balance

We provide flexible work arrangements to support work-life balance at all levels.

Pay Bands

We have clear pay bands for roles to avoid pay disparities and have introduced minimum pay levels for lecturers. We conduct regular benchmarking for roles.

Raising Awareness and Training

Raising awareness about unconscious bias and providing training for managers and employees can help mitigate its impact on pay decisions. This forms part of leadership training.

Conclusion

The gender pay gap remains a challenge, but understanding and addressing the underlying factors has led to meaningful progress, whilst recognising we still have more work to do.