

Gender Pay Gap Report

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Snapshot Data	31 March 2024
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1. Introduction

- 1.1 Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 all private sector and voluntary sector employers with 250 employees or more are required to publish a range of data based on a standard methodology. These same rules apply to the public sector under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.
- 1.2 The public sector pay gap reporting requirements mirror the provisions which apply to the private and voluntary sector except that the “snapshot date” for public sector employers is 31 March. The requirement is therefore to publish details of the organisations gender pay gap as it is in the pay period in which 31 March falls.
- 1.3 This is the 8th gender pay gap report produced by the College and provides the required analysis of data on the snapshot date of 31 March 2024.

2. Reporting Requirements

- 2.1 The regulations require the publication of the following information:
 - The difference in the mean pay of full pay men and women expressed as a percentage.
 - The difference in the median pay of full pay men and women expressed as a percentage.
 - The difference in the mean bonus pay of full pay men and women expressed as a percentage.
 - The difference in the bonus pay of full pay men and women expressed as a percentage.
 - The proportion of men and women who received bonus pay.
 - The proportion of full pay men and women in each of four quartile pay bands.
- 2.2 For the purpose of providing data, “full pay” relevant employees are those who during the relevant pay period are not being paid at a reduced rate or nil rate as a result of being on leave which includes maternity, paternity, adoption sick leave or unpaid leave.

3. The Gender Pay Gap

- 3.1 The gender pay gap shows the difference between the average (mean or median) earnings of men and women. It is expressed as a percentage on men’s earnings, for example, women earn 15% less than men.
- 3.2 It is important to recognise that the gender pay gap differs from equal pay. Equal pay deals with the pay difference between men and women who carry out the same jobs,

similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. The gender pay gap shows the difference in the average pay between men and women and if there is a particularly high pay gap it may indicate that there are issues which need to be addressed.

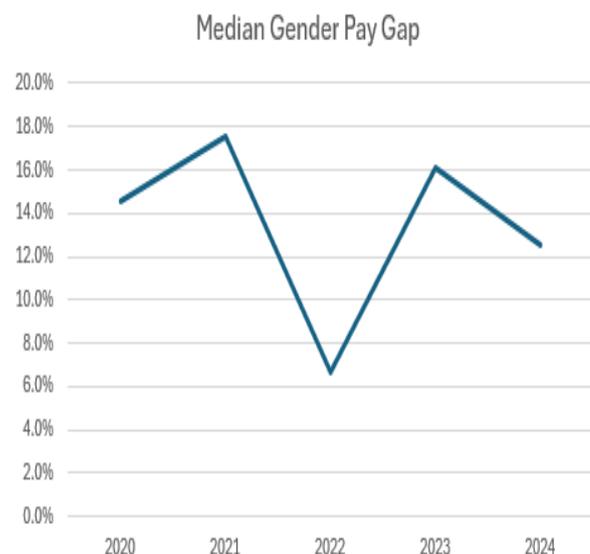
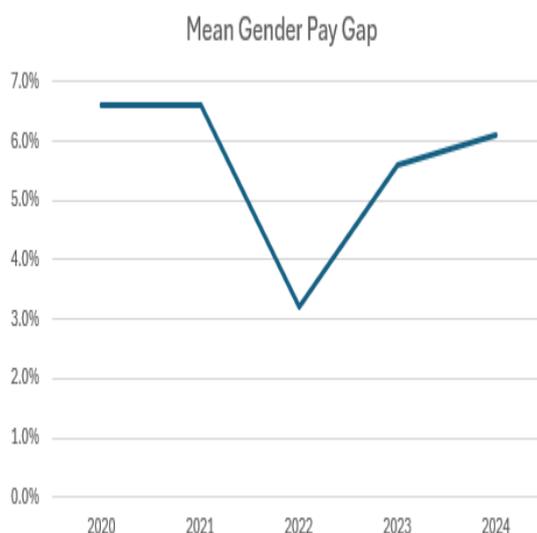
4. College Data

4.1 **Mean and Median Gender Pay Gap:** The regulations require the College to show:

- the difference between the mean hourly rate of pay that male and female full pay relevant employees receive.
- the difference between the median hourly rate of pay that male and female full time relevant employees receive.

This information is shown in the table below:

GENDER	MEAN					MEDIAN				
	2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
FEMALE	£14.04	£14.07	£14.45	£15.69	£15.83	£12.64	£12.64	£14.08	£14.75	£15.50
MALE	£15.03	£15.06	£14.93	£16.60	£16.82	£14.80	£15.35	£15.10	£17.34	£17.56
DIFFERENCE	£0.99	£0.99	£0.48	£0.91	£0.99	£2.16	£2.69	£1.02	£2.59	£2.06
GENDER PAY GAP	6.6%	6.6%	3.2%	5.6%	6.1%	14.6%	17.5%	6.7%	16.1%	12.5%



The use of the two different types of average is helpful in giving a more balanced overview of the organisations overall gender pay gap. The mean average gives a good overall indication but if very large or small pay rates dominate, they can distort the picture. The median average is useful in that it indicates what the typical situation is in the middle of the organisation and is not distorted by pay rates at the two extremes. However, used on its own it may result in gender pay gap issues not being picked up.

A positive percentage figure, which almost all organisations are likely to have, reveals that typically, overall female employees have lower pay than male employees.

4.2 Proportion of Male and Females in each Quartile Pay Band

The regulations also require the College to show the proportions of male and female full pay relevant employees in four quartiles, which is done by dividing the workforce into four equal parts. The position as of 31st March 2024 is shown in the table below,

Proportions of Male and Female staff on 31 March 2024					
	FEMALE	MALE	TOTAL	Proportion Male	Proportion Female
Quartile 1	87	35	122	28.7%	71.3%
Quartile 2	92	30	122	24.6%	75.4%
Quartile 3	75	47	122	38.5%	61.5%
Quartile 4	75	48	123	39.1%	60.9%
Total	329	160	489	32.7%	67.3%
Proportions of Male and Female staff on 31 March 2023					
	FEMALE	MALE	TOTAL	Proportion Male	Proportion Female
Quartile 1	93	34	127	26.8%	73.2%
Quartile 2	99	28	127	22.1%	77.9%
Quartile 3	65	62	127	48.9%	51.1%
Quartile 4	75	51	126	40.5%	59.5%
Total	332	175	507	34.6%	65.4%

The proportion of male and female staff on 31st March 2023 is shown above for comparison purposes.

5. Comments

- 5.1 Based on data available from the Office for National Statistics, among full time employees, the gender pay gap in April 2024 decreased to 7.0%, from 7.5% in 2023. The College data shows an increase in the pay gap at the 31 March 2023 reference point from 5.6% to 6.1%, which is still below the National Average.
- 5.2 The gender distribution across quartiles shows a similar pattern in both years. Generally, the lower quartiles (Quartile 1 and 2) have a higher proportion of female employees, while the upper quartiles (Quartile 3 and 4) have a more balanced proportion.

Staffing changes over the academic year have seen the total proportion of females increase 1.9pp from 65.4% to 67.3% with the biggest increase of female proportion moving into quartile three.