

## Gender Pay Gap Report for the period ending 31 March 2025

### 1.1 Mean Pay Gap

MEAN GENDER PAY GAP	
<b>Gender</b>	<b>31-Mar-25</b>
Male	£23.78
Female	£19.61
<b>Pay Gap</b>	<b>17.50%</b>

Average male pay for 2024/25 was £23.78 whilst for female staff the figure was £19.61, a difference of £4.17, which equates to a mean pay gap of 17.50%.

### 1.2 Median Pay Gap

MEDIAN GENDER PAY GAP	
<b>Gender</b>	<b>31-Mar-25</b>
Male	£22.21
Female	£19.43
<b>Pay Gap</b>	<b>12.52%</b>

The median pay for men in 2024/25 was £22.21 whilst for female staff the figure was £19.43. This equates to a median pay gap of 12.52%.

The median pay gap is a better indication of pay disparity as outliers, which could significantly skew the data, are removed. These figures are therefore more meaningful than the mean pay gap, albeit that ongoing improvement is still required.

### 1. Quartiles

<u>Quartile</u>	<u>Male (%)</u>	<u>Female (%)</u>
Lower quartile (£0 - £23,618)	21	79
Lower middle quartile (£23,619 - £33,712)	33	67
Upper middle quartile (£33,713 - £45,261)	41	59
Upper quartile (£45,262k +)	51	49

Whilst female staff comprise the majority of the Lower, Lower middle and Upper middle quartiles, their representation is substantially greater in the Lower and Lower middle quartiles. This is a predominant factor influencing the College pay data.

## 2. Breakdown by role categories

The breakdown of the gender pay gap data by role categories (Teaching, Support, and Management), as below, reveals differences across the different types of roles.

<u>Category</u>	<u>Mean hourly pay £</u>	<u>Mean % Pay Gap</u>	<u>Median hourly pay £</u>	<u>Median % Pay Gap</u>
<b>Teaching</b>				
Male	23.66	7.6%	24.09	2.7%
Female	21.87		23.45	
<b>Support</b>				
Male	20.15	19.8%	18.12	13.3%
Female	16.17		15.71	
<b>Management</b>				
Male	45.47	-22.9%	42.59	-6.2%
Female	55.90		45.25	

### 2.1. Teaching Staff

For the year ending 31 March 2025, the mean hourly pay for male teaching staff is £23.66, compared to £21.87 for female staff, resulting in a mean pay gap of 7.6%. The median hourly pay is £24.09 for males and £23.45 for females, giving a reduced median gap of just 2.7%. In certain areas of the Curriculum, market forces cause major difficulties in recruitment. This is true in male-dominated areas like Construction, where market supplements have to be paid to compete with the pay those individuals can earn within their trades.

### 2.2. Support Staff

In 2024/25, male support staff earned a mean hourly rate of £20.15 compared to £16.17 for female staff, resulting in a mean pay gap of 19.8%. Median hourly pay stood at £18.12 for males and £15.71 for females, producing a median pay gap of 13.3%. This disparity appears more pronounced than in other role categories, however, unlike the teaching staff category, this contains a wide spectrum of different roles with a commensurate wide spectrum of levels of responsibility. For example, Additional Learning Support roles are positioned at the lower grades of the support staff role category and female employees are disproportionately concentrated in these roles. Conversely, IT technicians are at the higher paid end of this role category and the College, alongside the IT specialist industry, continues to have a disproportionate concentration of male employees.

From 2025/26, this wider ranging role category will be further broken down in terms of reporting to provide greater transparency and a clearer narrative.

### 2.3. Management (the Executive and Senior Leadership Team)

In 2024/25, the mean hourly pay for male managers was £45.47, compared to £55.90 for female managers, resulting in a mean pay gap of -22.9% in favour of women. The median hourly pay, which is the more reliable measure, shows a smaller difference, with males at £42.59 and females at £45.25, producing a 6.2% gap in favour of women. These figures are impacted by outliers and a smaller population in this category, but with a greater number of males.