



Gender Pay Gap Report

March 2025

How Are the Pay Gaps Calculated?

The median is the middle point of a range of numbers and the mean is the average of a range of numbers.

Median Pay Gap

The median pay gap is calculated by comparing the middle staff member from the male group and the middle staff member from the female group, when both groups are arranged in order of their hourly rates, from lowest to highest. The gap is expressed as a percentage difference between these two individuals.

Mean Pay Gap

The mean pay gap is calculated by finding the average hourly rate for male staff members and the average hourly rate for female staff members. The gap is then expressed as the percentage difference between these two averages.

How Are the Pay Quartiles Calculated?

Pay quartiles are determined by sorting all hourly rates from lowest to highest and dividing them into four equal groups. The percentage of males and females in each group is then calculated.

How Is the Bonus Gap Calculated?

The mean and median bonus gaps are calculated in the same way as the gender pay gaps, but using the actual bonuses paid to staff members. Additionally, we report the percentage of male and female staff members who received a bonus, relative to the total male and female population.

Our 2025 Results

Percentage of all staff:

Male: 28%

Female: 72%

Pay Quartiles:

Lower Quartile: Male 19.7%, Female 80.3%

Lower Middle Quartile: Male 18.6%, Female 81.4%

Upper Middle Quartile: Male 30.8%, Female 69.2%

Upper Quartile: Male 43.6%, Female 56.4%

Gender Pay Gap Results

Median Pay Gap: 24.6%

Mean Pay Gap: 15.3%

The median pay gap for this reporting period has decreased by 6.1%. This is largely due to an increase in females in the highest-paid upper quartile and a decrease in males in this quartile. The lowest-paid quartile has also seen an increase in the proportion of males and a decrease in females. The median remains higher than the predicted national average median of 12.8%.

The mean pay gap for this reporting period has decreased by 3% compared to 2024 for similar reasons.

Received a Bonus:

Female: 0.59%

Male: 1.52%

Median Bonus Pay Gap: -185.7%

Mean Bonus Pay Gap: -18571%

There has been an increase in the Median and Mean Bonus Pay Gap compared to previous years, reflecting a significant swing in favour of females due to an increase in both the proportion receiving bonuses and the amount paid as bonus. Bonus outcomes vary year to year based on scheme criteria. The college will continue bonus gap analysis, transparency measures and reviews of bonus structures.

Actions to Address the Gender Pay Gap

USP College is committed to continuing to reduce the gender pay gap and creating a fair, inclusive culture where all colleagues can thrive.

Objectives:

- Reduce the mean and median gender pay gap year on year.
- Increase female representation in senior and under-represented roles.
- Strengthen recruitment, progression and reward practices.
- Support flexibility, career mobility and wellbeing.

Actions:

- Ensure transparency in pay and promotion criteria.
- Encourage applications from underrepresented groups through recruitment practices.
- Enable flexible working practices and family-friendly approaches.
- Consider Equality Act 2010 impacts when introducing policies.
- Continue developing a menopause-friendly workplace.
- Improve flexible career pathways and professional development opportunities.
- Recruit both males and females at all levels to address imbalance.
- Deliver equality, diversity and inclusion training.

- Review recruitment advertising language for gender bias.
- Review starting salary decisions and introduce stronger pay governance.
- Monitor bonus distribution to prevent gender imbalance.
- Enhance parental leave support and manager training.
- Expand mentoring and sponsorship networks.
- Strengthen reporting channels for bias and discrimination concerns.
- Provide regular progress updates to leadership and the Board.