



GENDER PAY GAP REPORT

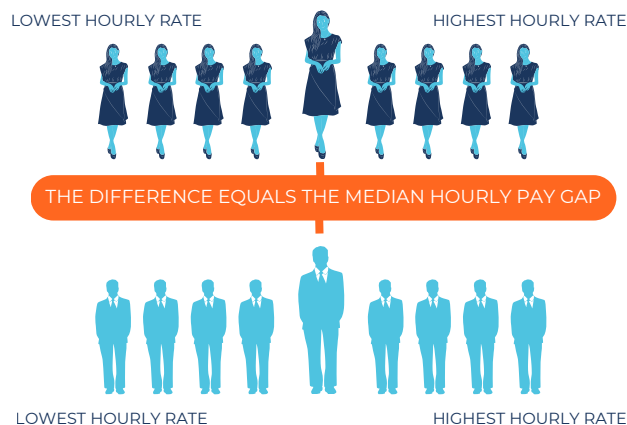


MARCH 2025

HOW ARE THE PAY GAPS CALCULATED?

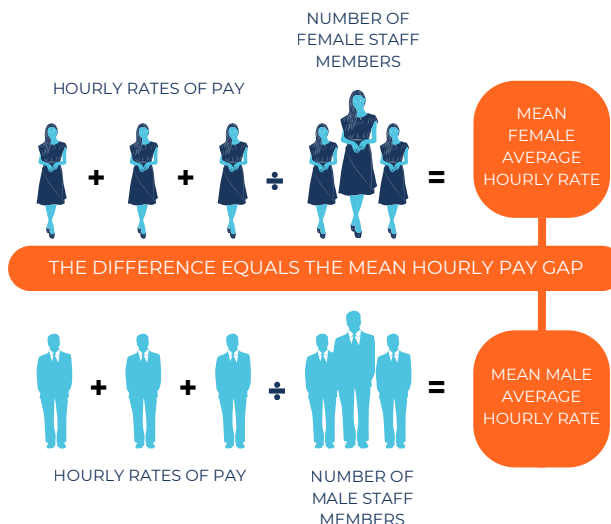
MEDIAN PAY GAP

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.



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

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 QUANTILES 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.



28%

THE PERCENTAGE OF ALL MALE AND FEMALE STAFF MEMBERS ARE

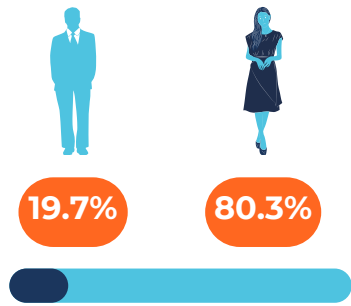


72%



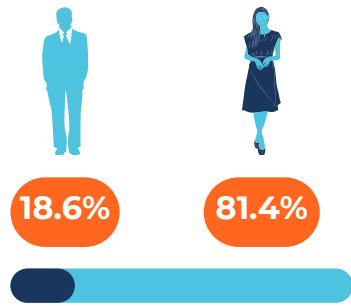
OUR 2025 RESULTS

PAY QUARTILES: THE PERCENTAGE OF ALL MALE AND FEMALE STAFF MEMBERS WITHIN EACH PAY QUARTILE ARE:



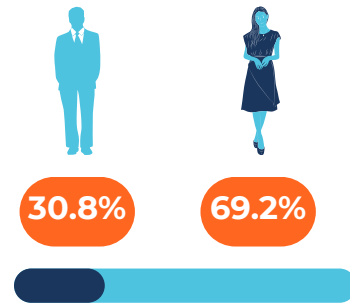
LOWER QUARTILE

£



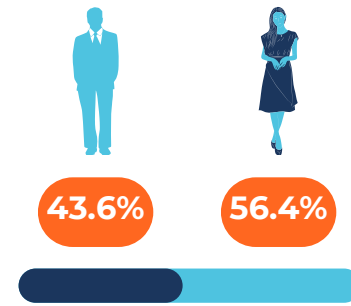
LOWER MIDDLE QUARTILE

££



UPPER MIDDLE QUARTILE

£££



UPPER QUARTILE

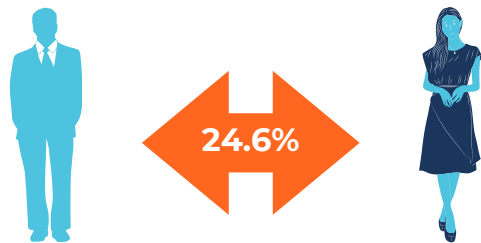
££££

The education sector tends to have a predominantly female workforce, as it offers flexibility that supports childcare responsibilities.

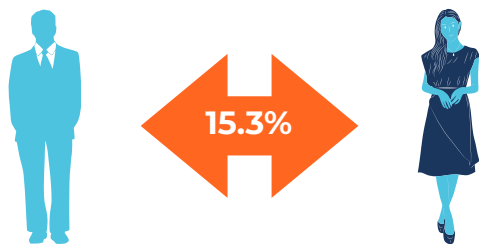
GENDER PAY GAP

OUR 2025 RESULTS

MEDIAN PAY GAP



MEAN PAY GAP



The median pay gap for this reporting period has decreased by 6.1%. This can be a combination of reasons but is largely due to an increase in females in the highest-paid upper quartile, rising by over 4 percentage points and a decrease in males in this quartile. Additionally the lowest-paid quartile has seen an increase in 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 as to those outlined above.

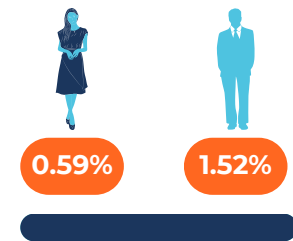
The proportion of males in the workforce receiving a bonus payment in comparison to the proportion of females in the workforce.

There has been an increase in our Median and Mean Bonus Pay Gap compared to previous years. This reflects a significant swing in favour of females due to an increase in proportion and amount paid as bonus.

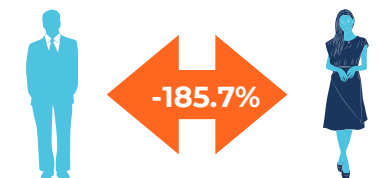
This calculation is impacted by the variations in the bonus schemes from year to year, with most bonuses being awarded based on pre-established criteria.

We have and will continue to conduct a bonus gap analysis, increase pay and bonus transparency and review fair and objective bonus structures.

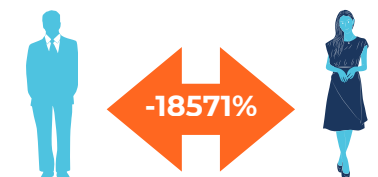
RECEIVED A BONUS



MEDIAN BONUS PAY GAP



MEAN BONUS PAY GAP



WHAT ARE WE DOING TO ADDRESS OUR GENDER PAY GAP?

WE ARE COMMITTED TO CONTINUING TO REDUCE THE GENDER PAY GAP AND CREATING A FAIR, INCLUSIVE CULTURE WHERE ALL COLLEAGUES CAN THRIVE. ALTHOUGH THE GENDER PAY GAP IS NOT THE SAME AS UNEQUAL PAY, IT CAN HIGHLIGHTS UNDERLYING ISSUES RELATED TO REPRESENTATION, PROGRESSION, AND ACCESS TO OPPORTUNITIES. THIS ACTION PLAN OUTLINES THE STEPS WE WILL TAKE TO ADDRESS THOSE ISSUES AND IMPROVE GENDER EQUALITY ACROSS THE COLLEGE.

OUR PRIMARY OBJECTIVES ARE TO REDUCE THE MEAN AND MEDIAN GENDER PAY GAP YEAR ON YEAR, TO INCREASE FEMALE REPRESENTATION IN SENIOR AND UNDER-REPRESENTED ROLES, TO FURTHER STRENGTHEN OUR RECRUITMENT, PROGRESSION AND REWARD PRACTICES SO THEY ARE FAIR AND CONSISTENT, AND TO BUILD A CULTURE THAT SUPPORTS FLEXIBILITY, CAREER MOBILITY AND WELLBEING.

- Pay due regard to the impact of new policies on groups specified under the Equality Act 2010.

• Mentoring and sponsorship networks will be expanded, and reporting channels for concerns related to bias or discrimination will be strengthened.

- Continue to deliver equality, diversity and inclusion training to all our staff to support our aim to be a diverse and inclusive employer.

• Review advertising language to disrupt traditional gender biased recruitment advertising.

- Continue to actively recruit both males and females at all levels and seek to redress any imbalance at all levels.

• Continue to enhance parental leave support and provide managers with training to help them implement family-friendly policies effectively.

- Continue to enable flexible working practices and flexible approaches to work patterns to include people with family commitments at all levels.

• Continue to review starting salary decisions to prevent disparities from accumulating over time. We will introduce a pay governance framework to limit unnecessary discretion and closely monitor bonus distribution to ensure there is no gender imbalance.

- Continue to provide and improve flexible career pathways to support females in their continuous professional development

- Continue our focus on creating a menopause friendly working environment by adopting an intersectional perspective and raising awareness on how the menopause can impact those from different backgrounds and communities.

• Ensure transparency in pay and promotion criteria so employees are rewarded in line with their contribution.

We will provide regular updates to the Executive Leadership/Senior Management Teams and Board, and we will publish progress information internally to ensure visibility and accountability.

• Continue positive action to translate through our recruitment practices encouraging applications from underrepresented groups.