



## Gender Pay Gap Report – Published March 2025

Which of the College’s strategic objectives does this relate to?

|  |   |
|--|---|
| <b>Strategic Priority</b>  | ✓ |
| <b>Quality of Education</b>  |   |
| QE1: We set the standard for excellence in education, delivering the highest levels of teaching and learning through innovation and a commitment to quality. |   |
| QE2: We specialise in equipping learners with practical skills that drive personal success.  |   |
| QE3: We monitor and respond to relevant changes to ensure our students gain in-demand skills and our educational offer meets current and future needs.       |   |
| QE4: We provide outstanding support for our students, enhancing their experience and progression opportunities.  |   |
| <b>Sustainability and Environments</b>   |   |
| SE1: We are an ambassador for environmental sustainability in everything we do.  |   |
| SE2: Our campuses provide industry-leading facilities to create the workforce of the future.   |   |
| SE3: We embrace technology in all contexts to inspire our people to excel.   |   |
| SE4: We are an anchor institution in our communities.  |   |
| <b>People and Culture</b>  |   |
| PE1: We attract and retain specialist staff who share their expertise with our students and each other.  | ✓ |
| PE2: We invest in all of our people and develop managers and leaders of the future.  |   |
| PE3: Our visionary leadership inspires our people giving them the confidence needed to thrive.   |   |
| PE4: We strive to be the employer of choice through our values-driven and inclusive culture  | ✓ |
| <b>Economy and Growth</b>  |   |
| EG1: We grow our student numbers year-on year, capitalising on our specialist status and facilities.   |   |
| EG2: We drive income generation through innovative commercial enterprises.   |   |
| EG3: We foster relationships with our stakeholders to create opportunities for collaboration that benefit our whole community.                               |   |

### 1. Terms of Reference

*This update paper is submitted for information and discussion.*

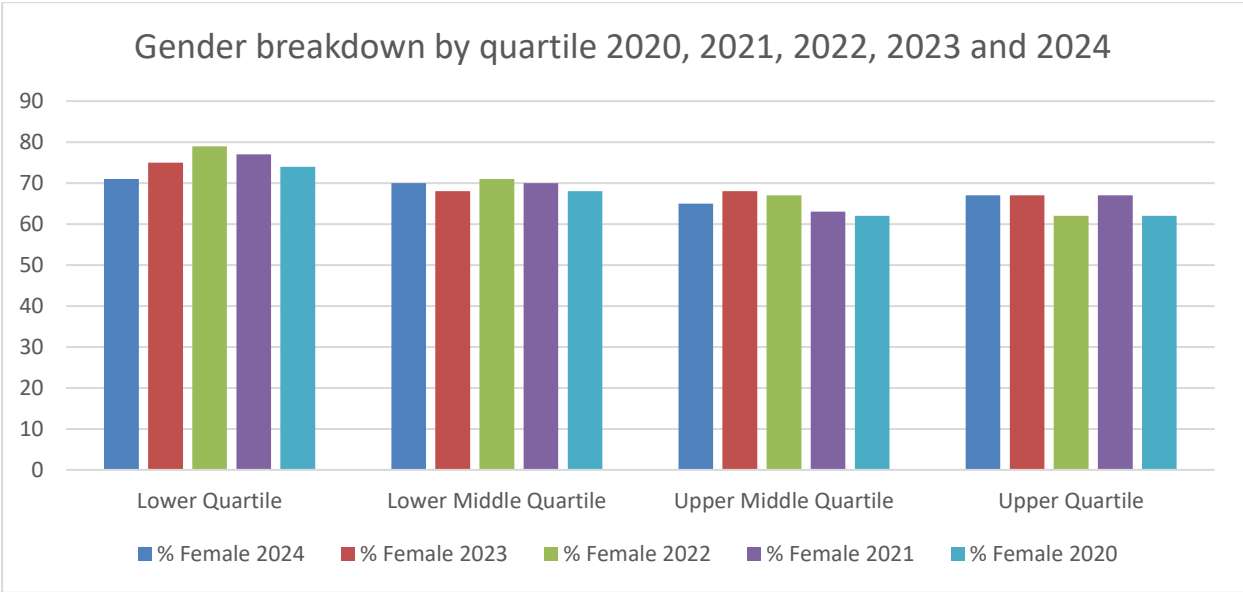
### 2. Background

The College has published its Gender Pay Gap data for the period April 2023 – March 2024. This follows annual reporting requirements and builds on the 2023 findings. The

key outcome is that the pay gap has narrowed considerably, reflecting improvements in equity initiatives.

### 3. Key findings:

- **Mean hourly rate:** For every £1 a man earns, a woman earns 98p. This represents a gap of 2.1%, reduced from 3.91% in 2023, reflecting substantial progress.
- **Median hourly rate:** For every £1 a man earns, a woman earns 95p. This demonstrates further improvement, with the median gap narrowing compared to previous years.
- **Overall progress:** The mean pay gap has narrowed by nearly half compared with 2023, highlighting the impact of targeted initiatives.



As in previous years, the pay gap is primarily influenced by the distribution of staff across grades, although this has improved slightly over the last couple of years. Importantly, when comparing like-for-like roles, there are no significant gender pay gaps; the differences arise largely from representation at different grade levels.

### 4. Impact on Students and Resources

The actions underpinning the reduction in the gender pay gap strengthen our position as an inclusive employer. This enhances our ability to attract and retain talent, which directly benefits students through better teaching and support.

### 5. Conclusion

The 2024 results demonstrate clear progress, with the gender pay gap reduced to 2.1% on the mean measure and 4.9% on the median. These outcomes highlight the positive impact of initiatives aimed at improving retention, supporting progression, and promoting flexible working. While challenges remain in achieving balanced representation at senior levels, the progress is encouraging.

### 6. Equality Impact Assessment

This report does not propose a change in practice and therefore an equality impact assessment is not required.

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March 2025