

Gender Pay Gap Report 2025

This is our annual gender pay gap report for the snapshot date of 31 March 2025.

- Our mean gender pay gap is 5.35% as averse to 7.71% in 2024.
- Our median gender pay gap is 7.67% as averse to 11.16% in 2024.
- Our mean gender bonus gap is 0%
- Our median gender bonus gap is 0%.
- Mean Ethnicity Pay Gap is 8.7%
- Median Ethnicity Pay Gap is 11.1%
- Mean Disability Pay Gap is -4.7%
- Median Disability Pay Gap is -4.0%

*** 18.12% of staff have not disclosed their disability status and 15.3% of staff have not disclosed their ethnicity status.**

Table 1: Pay Quartiles by Gender

The table above shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile). If we had no gender pay gap, there would be an equal ratio of men to women in each band.

Band	Males	Females	What is included in this band?
A	32.25%	67.74%	All employees whose standard hourly rate is within the lower quartile
B	41.93%	58.06%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	48.09%	51.90%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	41.05%	58.94%	All employees whose standard hourly rate is within the upper quartile

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Why do we have a gender pay gap report?

Gender pay gap reports aim to promote transparency, accountability, and equality in the workplace by highlighting disparities in pay between men and women. Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above). We:

- **carry out regular pay and benefits audits;**
- **benchmark and evaluate job roles and pay grades to ensure fairness.**

We are confident our gender pay gap is not due to unequal pay for the same or equivalent work. Instead, the gap is attributed to broader societal and organisational factors, including:

- Men and women working in different roles that attract different pay scales.
- Fewer women than men in senior roles across the UK economy, which is a trend mirrored in our organisation.
- Career breaks and part-time work, which disproportionately affect women and influence career progression and earnings.

Our organisation has inherited a number of contracts under TUPE regulations, which also impact terms, conditions, and pay structures.

Within our organisation employees who identify as female make up 61.41% and 67.74% of employees in the lowest pay quartiles. On a positive note, our Executive Team, who are our highest paid, are made up of male and females' employees equally.

How does our Gender Pay Gap compare with that of others?

- **Further Education:** According to the April 2025 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE), the mean gender pay gap is -5.8% for Further Education teaching professionals which means across all of FE women generally earn 5.8% more than men ([Gender pay gap in the UK - Office for National Statistics](#))
- **Whole Economy:** According to the preliminary results from the April 2025 ASHE report the following mean gender pay gaps were reported:

- skilled trades occupations (13.9%)
- associate professional and technical occupations (12.5%)
- process plant and machine operatives (12.3%)

Overall for the whole economy the mean gender pay gap was reported at 12.8%.

According to the 2025 SFCA workforce survey, covering academic year 2024/25, There is no longer a clear over-representation of male teachers, relative to their lower overall numbers, at higher pay scale points in NJC colleges or on higher salaries at non-NJC colleges; as such, for the first time, there is no real gender pay gap for teachers

Review of the **2023/24 FE Workforce (FEW) salary** data indicates that average female earnings are lower than those of male staff across all categories, with recorded differences ranging from £466 to £7,236. While the dataset does not contain a formal gender pay gap percentage, the consistent negative variance in female pay demonstrates a persistent disparity within the organisation. This highlights the need for continued review of pay structures to support equity and fair remuneration. [FEW Mean & Median Salary.xlsx](#)

Table 2: Comparison with other organisations

	Our organisation	2025 ONS ASHE whole economy
Mean gender pay gap	5.35%	13.1%
Median gender pay gap	7.67%	14.2%*

*The above ONS figure is derived from 2023 gender pay gap report, as the current report only split into full-time median at 7% and part-time median at -3%, an overall comparison for the median figure has not been possible.

At 5.35% and 7.67%, respectively, our gaps are below the whole economy.

What Are We Doing to Address Our Gender Pay Gap?

We are committed to closing the gender pay gap. While our figures compare favourably with others, we recognise the need for continuous improvement.

Key Actions Taken

1. Evidence-Based Decision-Making:

- a. Since 2022, we have developed gender pay gap reports for line managers and senior management, enabling real-time monitoring.
- b. These reports include metrics such as recruitment, promotions, flexible working uptake, return-to-work rates after parental leave, and retention.
- c. Ongoing improvements to this dataset will allow us to publish more comprehensive insights in the future.

2. Promoting Flexible Working:

- a. The College has a Flexible Working Policy and a Hybrid Working Policy, in place, offering greater flexibility in how employees work.
- b. Requests for flexible working are open to all employees, regardless of role or seniority. This includes part-time work, adjusted schedules, and reasonable adjustments for disabilities or health needs.

3. Pay Policy:

- a. A Pay Policy was implemented in 2024 which ensures equitable pay practices, transparent salary reviews, and alignment with sector-specific best practices.
- b. We offer supportive benefits, such as enhanced parental leave, flexible working arrangements, and professional development opportunities.

4. Equality and Diversity Assessment:

- a. There is an EDI action plan in place college wide.
- b. We have appointed an EDI Manager to lead efforts to improve practices, foster inclusivity, and address systemic barriers that may contribute to gender inequalities.
- c. This work is directly linked to reducing our gender pay gap by creating fairer opportunities for women across all levels of the organisation, addressing recruitment, progression, and retention disparities.

Future Plans

We are committed to addressing the root causes of our gender pay gap through the following initiatives:

- **Pay harmonisation:** Conduct a thorough audit of pay and contractual terms to identify and address disparities, ensuring alignment with organisational goals and best practices.
- **Promote transparency with continuous feedback:** Seek input from employees to better understand barriers to gender equality and develop targeted solutions.
- **Monitoring progress:** Provide annual updates on the effectiveness of our initiatives and any new steps we undertake.

By themselves, these initiatives will not eliminate the gender pay gap overnight. However, we are committed to taking meaningful actions and tracking progress annually.

Conclusion

Our mean and median gender pay gaps compare favourably with national averages, reflecting our progress in promoting equality. However, we remain focused on addressing the underlying factors contributing to these gaps.

With ongoing initiatives and a commitment to transparency, we aim to foster an inclusive workplace where all employees have equal opportunities to thrive.