Gender Pay Gap Report 2025

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six standardised calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees' data.

These results can be used to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job.

The challenge in the College and across the UK is to eliminate any gender pay gap. Gender Pay Reporting requires our organisation to make calculations based on employee gender. We undertake this by utilising our HR System – Access. All employees can confirm and update their records if they choose on the self-service portal.

Gender Pay Gap Results for 2025

The College's gender pay gap data is calculated for those employees in the workforce on 31 March 2025. It is based on their pay for the academic year 2024-25. On 31 March 2025 there were 580 Relevant Employees within the College workforce: 316 Females and 264 Males.

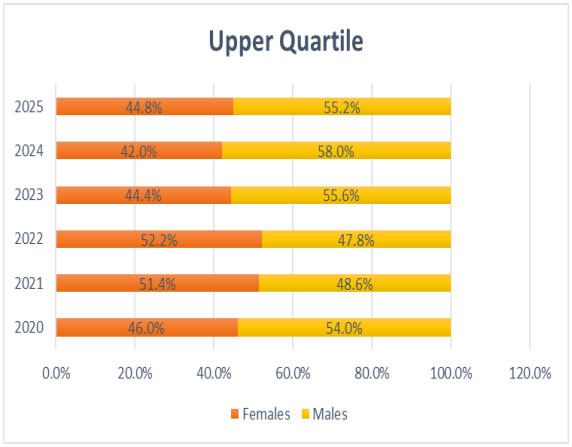
Pay Gap

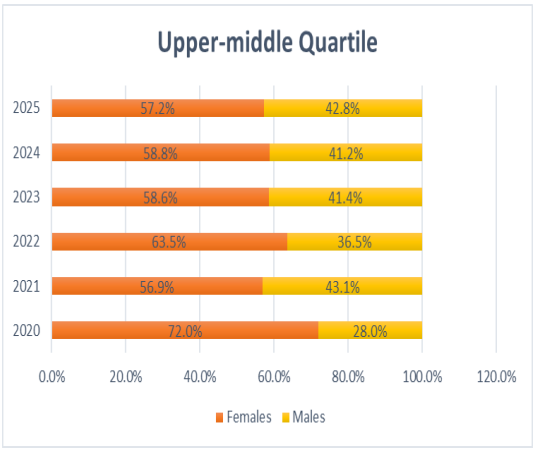
In 2025 our mean gender pay gap was 9.7% and our median gender pay gap was 5.7%. This compares to a 11.2 % overall mean and 8.6% median difference in the UK and 17.2% in the education sector.

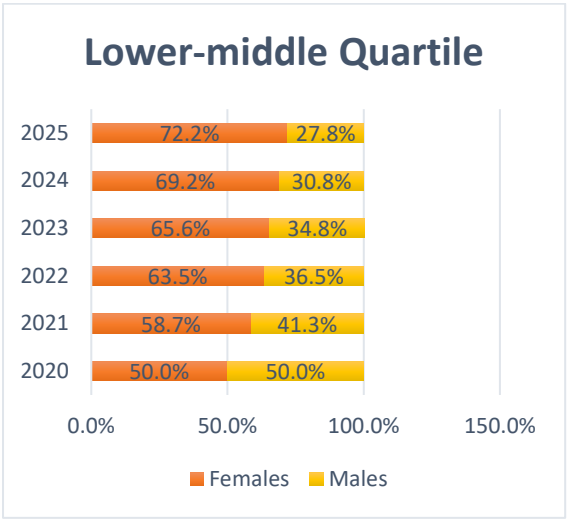
Our Pay Quartiles

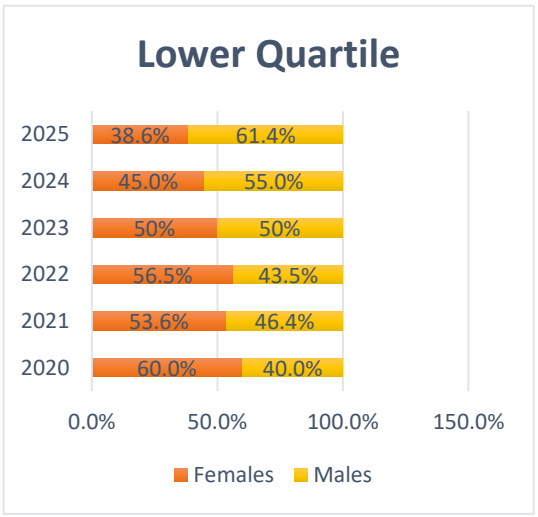
Our pay quartiles in 2025 show that, there were more females than males overall, but more males (55.2%) than females (44.8%) were in the Upper Pay Quartile with the Senior Management Team having a greater number of males than females.

Proportion of staff in each quartile pay band









Bonus Pay Gap

The College does not operate a formal bonus scheme and did not make any bonus payments in the period 2024-25.

Summary

Our mean gender pay gap at the College is 9.7 % and the median gender pay gap is 5.7%. These results confirm that the College compares favourably to the UK pay gap of 11.2 % and a pay gap of 17.2% in the education sector.

At the College we provide Flexible Working policies which encourages both male and female employees to discuss flexible working arrangements that support home life commitments and will not inhibit career progression. Equity, diversity and inclusion are a key feature of our staff professional development programme e.g. unconscious bias sessions for leaders and reflect our zero-tolerance approach to gender bias and promotion of equal opportunity. We have robust and consistently applied policies and procedures relating to equality, as well as rigorous oversight by the Human Resources team at the College to ensure there is no gender bias in any recruitment, selection, pay award or career promotion process.

To further address the gap the College we have been taking positive action to increase the percentage of women on senior recruitment shortlists and on selection panels. We will continually review our processes and improve and develop as appropriate. Our Lead Hurst programme provides further opportunity for all leaders and aspiring leaders to attend leadership development programmes and offers mentoring and coaching opportunities to encourage women to explore their leadership potential.