

# GENDER PAY GAP REPORT 2023

## INTRODUCTION

The College is required to report and publish its gender pay gap data each year. This report provides the College Gender Pay Gap as at 31 March 2023 for publishing March 2024.

## THE PAY GAP

Mean Gender Pay Gap between females and males	6.1%
Median Gender Pay Gap between females and males	15.7%

## EMPLOYEE BONUSES

Bonus gender difference mean %	Bonus gender difference median %	Proportion of employees receiving a bonus M/F %
0	0	0

## PAY QUARTILES

Proportion of Each Male and Female in Each Quartile	Male %	Female %
Lower Quartile	32%	68%
Lower Middle Quartile	27%	73%
Upper Middle Quartile	42%	58%
Upper Quartile	41%	59%
<b>Total</b>	<b>36%</b>	<b>64%</b>

The mean gender pay gap has reduced slightly compared to the previous two years and now stands at 6.1% (8.2% (2022) 8.4% (2021)), this is also the same for the Median Pay Gap (15.7%) which has reduced compared to the previous two years (23% (2022), 21% (2021)). The below action plan was implemented in March 2023 and will continue to remain the focus for the next 12 months.

## GENDER PAY ACTION PLAN

ACTIONS	RESPONSIBILITY	UPDATE
Develop and implement a menopause policy to further support female employee progression and retention in the workplace	Head of HR	Complete
Increase the use of case studies/ promotional material to promote roles/ areas of work where there is gender inequity within those roles, for example, STEM based roles and support positions	Head of HR and Director of Marketing	Ongoing
Enhance the College Employer Brand to promote our approach to Diversity, Equity and Inclusion (DE&I) in recruitment literature	Head of HR	Ongoing
Inclusion of unconscious bias training in equality, diversity and recruitment training to raise awareness of and reduce gender bias	Head of HR and Director of Quality of Innovation	Ongoing
Continued commitment to ensuring family friendly policies are available to provide the flexibility and support employees need at work	Head of HR	Ongoing

