

GENDER PAY GAP REPORT 2024



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 the 31 March 2024 for publishing March 2025.

THE PAY GAP

Mean Gender Pay Gap between females and males	8%
Median Gender Pay Gap between females and males	21%

EMPLOYEE BONUSES

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

PAY QUANTILES

Proportion of Each Male and Female in Each Quartile	Male %	Female %
Lower Quartile	34%	66%
Lower Middle Quartile	27%	73%
Upper Middle Quartile	41%	59%
Upper Quartile	46%	54%
Total	37%	63%

The mean gender pay gap as at the snapshot date of 31 March 2024 is 8%, which is a slight increase compared to the previous year (6%), however is consistent with the previous three years (2022- 8.2%, 2021-8.4%, 2020 -8.5%). The Median gender pay gap as at the snapshot date of 31 March 2024 is 21%, again this is a slight increase compared to the previous year (15.7%), however again consistent with the previous three years (2022- 23%, 2021-21%, 2020 – 21). The increase in market premiums for STEM related teaching roles, where there is a higher proportion of men employed, has in part contributed to the increased pay gap for the 2024 reporting period. The below action plan continues to be implemented and will 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 and Director of Marketing	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	Included within staff mandatory training
Continued commitment to ensuing family friendly policies are available to provide the flexibility and support employees need at work	Head of HR	Ongoing

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