

# GENDER PAY GAP REPORT 2025

## 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 2025 for publishing March 2026.

## THE PAY GAP

Mean Gender Pay Gap between females and males	8.1%
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 QUARTILES

Proportion of Each Male and Female in Each Quartile	Male %	Female %
Lower Quartile	29%	71%
Lower Middle Quartile	28%	72%
Upper Middle Quartile	43%	57%
Upper Quartile	45%	55%
Total	36%	64%

The mean gender pay gap as at the snapshot date of 31 March 2025 is 8.1%, which is comparable with the 2024 report (8%). The Median gender pay gap as at the snapshot date of 31 March 2025 is 21%, again this is comparable to the previous year (21%),

The College workforce is made up of 64% female employees and 36% male employees. The high proportion of female employees in the lower and lower middle quartile is a contributing factor to the College gender pay gap, where there are approximately 71% of female employees compared to 29% of male employees. In addition, when considering the upper middle and upper quartile, whilst there are a slightly higher proportion of female employees in these categories, it has been identified that a further contributing factor to the pay gap could relate to the addition of market premiums for STEM related teaching roles, which are predominately undertaken by male employees. 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
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	Executive Director of People and Culture and Director of Marketing	Ongoing
Enhance the College Employer Brand to promote our approach to Diversity, Equity and Inclusion (DE&I) in recruitment literature	Executive Director of People and Culture and Director of Marketing	Ongoing
Continued commitment to ensuing family friendly policies are available to provide the flexibility and support employees need at work	Executive Director of People	Ongoing