



Gender Pay Gap Report April 2025 snapshot

Background to gender pay gap reporting

Since 2017, any organization in the UK with 250 or more employees is required to publicly report on its gender pay gap, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The report must include the following information: the mean and median gender pay gaps, the mean and median gender bonus gaps, the proportion of men and women who received bonuses, and the distribution of men and women across quartile pay bands.

The Government Equalities Office has stated that “The gender pay gap should not be confused with unequal pay. Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work or work of equal value; whereas the gender pay gap is a measure of the difference between the average hourly earnings of men and women.” (*Closing the gender pay gap: actions for employers, December 2017*)

How is the gender pay gap calculated?

The gender pay gap measures the difference in the average earnings between a defined category of men and a defined category of women in an organisation for a base period and uses two averages: the mean and the median.

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median hourly pay rates of male and female full-pay relevant employees.

College information

The College’s statistics are as follows:

Mean Gender Pay Gap

Mean Pay Gap	2025	2024
Mean male hourly rate	28.05	26.17
Mean female hourly rate	21.69	20.25
Mean Gender Pay Gap (%)	22.68	22.62



Median Gender Pay Gap

Median Pay Gap	2025	2024
Median male	28.91	27.32
Median female	17.25	16.33
Median Gender Pay Gap (%)	40.32	40.23

Bonus

The college does not operate a formal bonus scheme. However, in the year 2025 a bonus was paid to one member of staff with both a mean and median pay of £1,725.

Percentage of males receiving a bonus	0%
Percentage of females receiving a bonus	0.52%

Mean and Median Bonus Gender Pay Gap

Mean bonus gender pay gap	0%
Median bonus gender pay gap	0%

Proportion of male and female employees in each of the four equal pay quartiles

2025	Male		Female	
Band	%	Numbers	%	Numbers
Lower most quartile	6.3%	4	93.7%	59
Lower middle quartile	23.8%	15	76.2%	48
Upper middle quartile	27.0%	17	73.0%	46
Upper most quartile	38.1%	24	61.9%	39
Total		60		192
2024	Male		Female	
Band	%	Numbers	%	Numbers
Lower most quartile	13.4%	9	86.6%	58
Lower middle quartile	22.4%	15	77.6%	52
Upper middle quartile	26.9%	18	73.1%	49
Upper most quartile	42.4%	28	57.6%	38
Total		70		197



Comments

The College collected its data during the pay period including 4 April 2025, when full-pay relevant employees comprised two hundred and fifty-two staff members, sixty (24%) of whom were male and one hundred and ninety-two (76%) were female. The college is confident that it complies with the UK's Equal Pay legislation, which governs the right to equal pay between men and women for equal work.

The College offers sacrifice options, including pension sacrifice, which under the guidelines for calculating the gender pay gap the employee hourly rate is shown net of any sacrifice, which can significantly lower the pay rate.

The college currently has a higher number of women employed than men. Several resources, such as catering, cleaning, grounds management, and IT services, are outsourced by the college and therefore not included in the data.

There is a much greater balance between men and women in the uppermost quartile, where the majority of staff are Teachers who are paid according to the agreed-upon Teacher pay scales of the College.

The Whole School Leadership Team consists of four male and six females.

There are far more females employed in the lower middle and lowermost quartiles, which is driving the gender pay gap. More women than men are employed as Teaching assistants, Lunchtime supervisors and administration-type roles within the college. These roles tend to offer greater flexibility around hours but also attract lower hourly rates of pay. These roles allow more opportunities for parents to work around childcare both during the term time and during the school holidays. Most of these roles are term time only.

While we recognise the existence of a gender pay gap, we are confident that both men and women receive equal pay for equivalent roles within the College.

College's approach to gender pay gap management

This is the fourth year the College has reported on the gender pay gap having exceeded 250 employees again this year.

The College's approach to gender pay gap management will adhere to the following fundamental principles of equality which we hope demonstrate with integrity to our staff and pupils the values we wish to see embedded not just in our culture at the College but that of wider society:

- i) All staff should be treated equally in their terms and conditions of employment where they are employed to do work that is the same or broadly similar, of equal value in terms of effort, skill or decision making or rated as equivalent; and



- ii) The best person should be appointed to any role.

We believe that the fundamental principles of equality should apply to everyone, regardless of whether individuals identify as male, female, or non-binary. These principles should also be upheld irrespective of any other irrelevant characteristics, such as race, sexual orientation, or faith etc.

Governance

The College's commitment to ensuring it is reflective of society as a whole is mirrored by appointments to the governing body and governing committees: for example, the College currently has both male and female governors occupying key positions, that consider major aspects of the College's life including education, nominations and governance, safeguarding, risk, and compliance.

We appreciate the governing body members who generously volunteer their time to support the College in providing exceptional education and pastoral care.

Declaration

I confirm that the college's data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Peter Samuels

Chair of Governors