

Our People

Gender Pay Gap Report



January 2026

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1:0 Executive Summary

Our college is a successful further education college in the heart of Essex. We are passionate about fairness, inclusion, and equal opportunity. We believe every colleague should thrive, contribute, and progress based on their talent and ambition – not on their gender or for any other reason. This is a central belief to who we are, and it shapes the decisions we make, the culture we foster, the standards we hold ourselves to.

Addressing the gender pay gap is not simply a statutory requirement for us; it is a vital part of our mission. In publishing this Gender Pay Gap Report, we affirm our passion for equality and our responsibility to meet our legal and public sector duty set out in the Equality Act 2010 legislation.

This report explains the College Gender Pay Gap 2025 and in comparison, with previous years along with contextual information and actions we have taken to address the gender pay gap since March 2025 and moving forwards.

Equal Pay: Same work, or work of equal value should receive the same pay regardless of gender. It is **about fairness at the individual level** and this principle is protected under the Equality Act 2010 legislation. It is unlawful to not have equal pay.

The Gender Pay Gap: By contrast, is a broad organisational or national statistical measure of the average difference in pay between men and women across an entire workforce, expressed as a percentage of men's earnings. This does not compare people doing the same job, and it is not unlawful to have a gender pay gap, rather **it is about fairness within the system**.

Gender pay Gap 2025 and compared with previous four years.

The college employs more female – **72%** (206) than male – **28%** (109) staff across the College. Within the education sector this is comparative due to having roles offering more flexibility with contractual terms that attract females who may have care responsibilities for dependents.

This report is based on payroll and gender information for the snapshot the workforce data at 31 March 2025. The tables below show the data for 2025 compared with previous four years.

Description	2025	2024	2023	2022	2021
Mean Gender Pay Gap	14.6%	16.2%	17.8%	19.5%	20.1%
Median Gender Pay Gap	22.91%	29.7%	28%	31.2%	34.9%

Actions we have taken to address the Gender Pay Gap since 2025 and actions moving forward:

- Completed an extensive pay project resulting in implementing a new pay strategy, new pay policy, addressing some anomalies within the pay structure, implementing the government National Minimum Wage five months ahead of the legal requirement, implementing increased minimum salary for teaching staff.
- We will continue to review colleges strategies and policies in practice to ensure they are fit for purpose and implemented fairly and consistently.
- Continue to review the college structure, roles, and terms and conditions of employment.
- Implement actions recommended from a recent internal audit on our recruitment and selection processes and will take additional action to analyse applicants and their equality data to ensure that from applicant to appointment there are no barriers to recruitment processes.

- Continue to review the workforce data in relation to recruitment, retention, performance, gender pay and equality of pay, along with the gender pay gap statistics and report to Senior Leadership Team and our Governors.

Conclusion

The College will report on the Gender Pay Gap by 31 March each year along with all other protected characteristics in line with the Equality Act.

The data shows that two additional male staff were employed in 2025 than in 2024, and particularly within the upper quartile. This would typically suggest an increase in the gender pay gap, as a greater male representation at higher pay levels can widen the gap. However, there have been small changes in the number of male and female staff within the lower quartiles. These shifts, along with overall staffing levels across the structure, also influence the gender pay gap. Even slight changes in the workforce distribution can have a positive impact, depending on where the roles are within the pay structure.

The College is confident that based on the work completed and analysis of the data that the gender pay gap is predominantly as a result of the make up of our workforce and the mix of part time and full time employees and roles within the College and no other identifiable reason relating to gender or a protected characteristic as referred to in the Equality Act 2010 legislation. We will continue to monitor and review all aspects of workforce data and take appropriate action where concerns are identified to ensure we continue to remain equitable in our practices and everything we do.

2: Our college

Our college is a successful further education college in the heart of Essex. We are driven by passion and drive for fairness, inclusion, and equal opportunity. We believe that every college should thrive, contribute, and progress based on their talent and ambition – not on their gender or for any other reason. This is a central belief to who we are, and it shapes the decisions we make, the culture we foster, the standards we hold ourselves to.

Addressing the gender pay gap is not simply a statutory requirement for us; it is a vital part of our mission. In publishing this Gender Pay Gap Report, we affirm our passion for equality and our responsibility to meet our legal and public sector duty obligations set out in the Equality Act 2010 legislation.

We are graded a **Good College** with ambitions of becoming **Exceptional** as defined in the new Further Education and Skills Inspection Framework 9 September 2025.



3: Our Vision, Mission, and Values

Our strategic goal for **Our People**, is to empower and inspire our people who bring passion to their job and are proud of their college.

- We will work proactively to support staff wellbeing, developing a culture where work-life balance is prioritised and co-created.
- We will empower our staff to continuously hone their professional standards and technical skills, developing mastering through CPD and Career progression.
- We will build a culture that enables and supports an entrepreneurial, problem-solving approach.
- Unlocking autonomy by valuating and celebrating people's ideas, contributions and efforts whilst ensuring accountability is recognised.

Our Vision, Mission, and Values for all our eight pillars of our strategic goals are shown below:

Our Vision, Mission and Values

Our **VISION** is to unlock potential and transform lives through inspirational education and training.

Our **MISSION** is a college that is at the heart of the community, with the power and ambition to transform lives through inspirational education and training, making a significant contribution to the social and economic success in the region and beyond.

Our **VALUES**:

Our College Values are embedded in everything we do, from the way we plan our lessons to the way we behave.

We promote discussions around our Values so people can discover what they mean to them and how they are demonstrated in their everyday lives.

Students are at the heart of everything we do. By demonstrating these Values we aim to create a productive working environment for our staff and a positive learning environment for our students

P

PROMOTING fairness and equity in all our undertakings, challenging ourselves to push boundaries, be brave and take decisions that transform lives.

R

RESPECTFUL and supportive for every individual, listening to each other and taking pride in our professionalism, honesty and integrity.

A

AMBITIOUS for all the College community to be the best we can be, challenging ourselves to be outstanding and supporting each other to realise our aspirations.

I

INNOVATIVE in how we work and develop, valuing new ideas and innovative ways of working to deliver knowledge and skills. Empowering ourselves to be agile and future-focused.

S

STANDOUT in the communities we serve through innovation and creating social value, recognising and celebrating success in all the work we do.

E

EXCELLENCE in teaching and learning delivering programmes that challenge our students to achieve their ambitions and driving expertise and passion among our academic staff

4:0 Meeting our Legal Duty – And Going Beyond!

The Equality Act 2010 Legislation protects people from discrimination in the workplace and across society. As a public sector organisation with over 250 employees, we meet all statutory requirements in relation to legislation and the public sector duty including publishing our Gender Pay Gap by the legal deadline of 31 March each year.

Our commitment however goes far deeper than compliance. Inclusivity is a driving force. We uphold a firm zero-tolerance approach to discrimination, victimisation, and harassment in any form. Our passion is for equality on all aspects of working and learning at this college and in our partnership working with other organisations.

The data is used to analyse our people pay and our pay structures to ensure that there are no identified areas of inequality and to take appropriate action to address these.

The date that needs to be reported in both the College website and the Government website at www.govuk/genderpaygap is as follows and this will be explained further in section 6 below:

- The mean gender pays gap.
- The median gender pays gap.
- The mean bonus gender pays gap.
- The median bonus gender pays gap.
- The proportion of males and females receiving a bonus payment.
- The proportion of males and females in each quartile band.

The data for the purposes of compliance with legislation is reported as of **31 March 2025** and this data is analysed and used to report The Gender Pay Gap information by the following year, in this case **31 March 2026**.

5 Understanding the difference between Equal Pay and The Gender Pay Gap

People often use language relating to fairness in the terms of **equal pay** and **the gender pay gap** as if they mean the same thing. They do not. This section unpacks the distinction in a straightforward way, so the difference becomes unmistakable.

Equal Pay: Same Job, Same Pay

Equal pay: people doing the same work, or work of equal value, should receive the same pay, regardless of gender. **It is about fairness at the individual level.** If employees have comparable roles, responsibilities, skills, and experience, they should be paid equally. This principle is protected under the Equality Act 2010 legislation.

The Gender Pay Gap: A Wider Structural Measure

The gender pay gap, by contrast, is a **broad organisational or national statistic.** It measures the average difference in pay between men and women across the entire workforce. It is expressed as a percentage of men’s earnings. It does not compare people doing the same job. Instead, it reflects:

- The distribution of people across seniority levels
- Representation in higher – paid versus lower – paid roles.
- Differences in working patterns (e.g. part time work / part year working)
- Career progression barriers
- Societal norms that may influence career choices.

A company can have **no equal pay issues**, and still have a **significant gender pay gap**, if for example, most senior roles are held by either men or women.

Why the Distinction Matters?

Understanding the difference helps the College target the right solutions as shown below in the table:

Issue	What It Shows	What It Requires
Equal Pay	Unequal pay for the same or equivalent work	Legal compliance, job reviews / evaluation and pay audits.
Gender Pay Gap	Structural imbalance in average earnings	Long-term cultural and organisational change.

Bringing it Together:

Equal Pay is about fairness for individuals.

The Gender Pay Gap is about fairness within the system.

Both matter. Both require attention. Not having equality of pay is unlawful whereas The Gender Pay Gap is not. They require different strategies and actions along with different conversations and different forms of accountability.

6: Our People: The Gender Pay Gap Analysis

The Gender Pay Gap

This report is based on payroll and gender information for the snapshot date of 31 March 2025. The tables below show the data for 2025 compared with previous four reporting periods:

Description	2025	2024	2023	2022	2021
Mean Gender Pay Gap	14.6%	16.2%	17.8%	19.5%	20.1%
Median Gender Pay Gap	22.91%	29.7%	28%	31.2%	34.9%

Definitions:

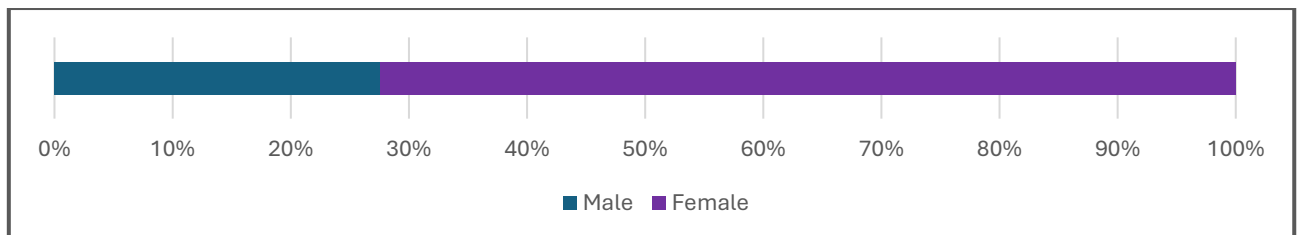
Mean: The Mean in relation to the Gender Pay Gap is the difference between the average hourly pay of people across the Organisation. It is calculated by adding all the hourly pay for men and all the hourly pay for women separately, finding the average of each group, and comparing the two.

Median: The Median gender pays gap compares the midpoint of men's hourly pay with the midpoint of women's hourly pay. To calculate it, all male employees' hourly pay is listed from lowest to highest, and the middle value is identified. The same is done for female employees. The difference between these two middle values shows the median gender pay gap.

Pay Quartiles by Gender

The college employs more female -72% (286) than male -28% (109) staff across the College. Within the education sector and this is the same within Chelmsford College, where there are roles offering more flexibility with contractual terms and conditions that females find more attractive mostly due to have care responsibilities for dependents.

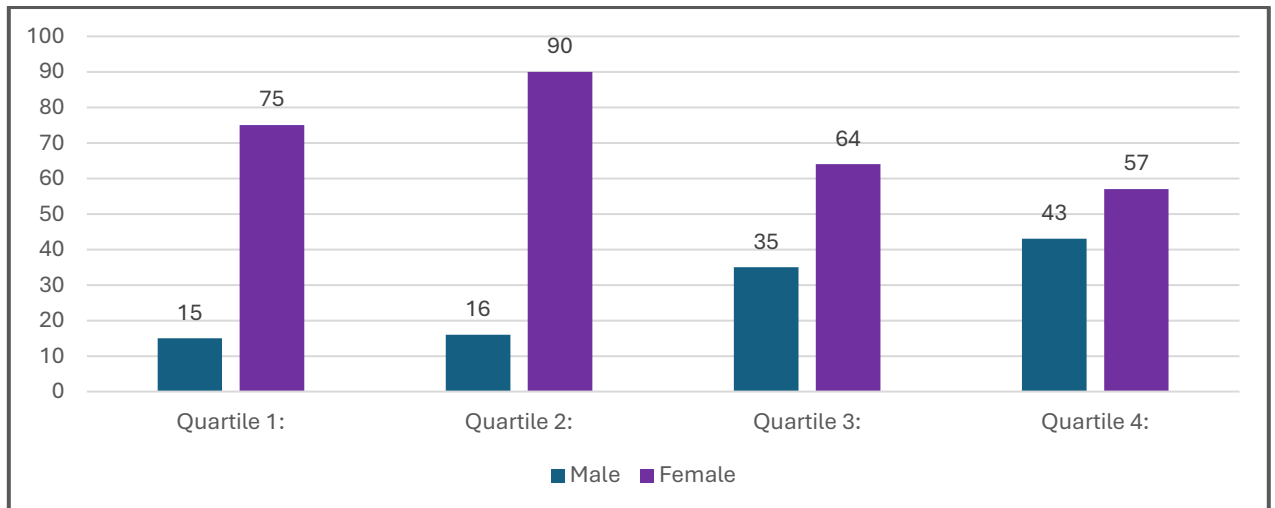
The graph below shows the male and female staff split as of 31 March 2025.



The table below shows the pay quartiles by gender and shows the college workforce divided into four equal groups based on hourly pay and compared with 2024 data.

Quartile	2025		2024		Description
	Male %	Female %	Male %	Female %	
Lower Quartile	16.67	83.33	20.0	80.0	Lowest 25%. Includes all employees shows standard hourly rate places them in the lower
Lower Middle Quartile	15.09	84.91	12.24	87.76	The next 25%: Includes all employees shows standard rate places them above the lower quartile but at or below the median.
Upper Middle Quartile	35.35	64.65	38.14	61.86	The next 25%: Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
Upper Quartile	43.0	57.0	42.86	57.14	Includes all employees whose standard hourly rates places them above the upper quartile.

The data is shown here in graphical form below:



Quartile 1 - Lower Quartile: consist of a variety of roles which include apprentices, nursery staff, catering assistances, reception, site assistances, and a proportion of administrative and low-level technical roles. A high proportion of these roles are either part time or term time only roles and therefore are more attractive to those who traditionally have primary care responsibilities.

Quartile 2: Lower Middle Quartile: equally consists of a variety of posts which include: IT engineer staff, nursery staff, catering posts, independent inclusion Coaches, a proportion of administrative roles and some technical roles. A higher proportion of these roles attract applications who are looking for inherent flexibilities in the role. This includes part time and term time only working, which again are more attractive to those who traditionally have primary care responsibilities.

Quartile 3: Upper Middle Quartile: consists of a range of posts including: business support and academic management, support roles that require members of staff to be professionally qualified and experienced within their field, unqualified, and qualified academic staff.

Quartile 4: Upper Quartile: consists of academic staff, a proportion of business support and academic management, team leaders, support roles that require members of staff to be professionally qualified and experienced within their field and roles at senior leadership level.

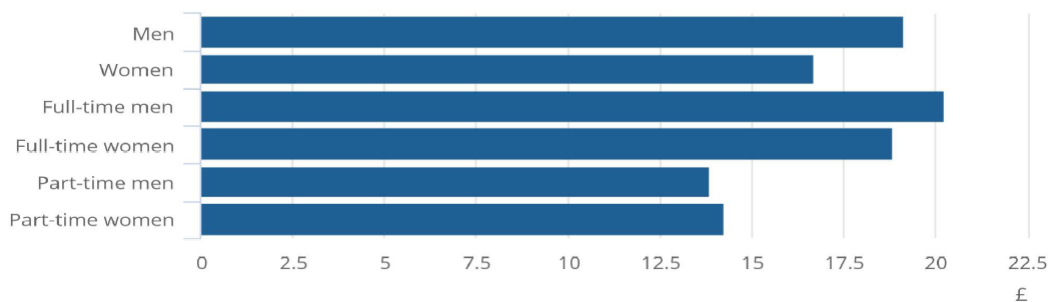
7.0 Contextual Information

This section provides some contextual information obtained through the ONS (Office of National Statistics) reports 2025. Note: Some data remains provisional.

ONS Data – April 2025 annual survey of ours and earnings published via the low and high pay in the UK: 2025 bulletin and the Gender pay gap in the UK: 2025 bulletin:

- The UK Gender Pay Gap for all employees decreased to 12.8% in April 2025, (down from 13.1% in 2024), while the gap for full time employees fell to 6.9% Whilst most employers still report higher median hourly pay for men, 14% report higher pay for women. Progress varies by sector.
- Within the Education Sector, the Gender Pay Gap Median for 2025 was 17.0% and the Gender Pay Gap Mean was 12.1%.

The graph below shows the pay differences between men and women and shows full time median hourly earnings (excluding overtime) were £20.27 for men and £18.87 for women in April 2025.

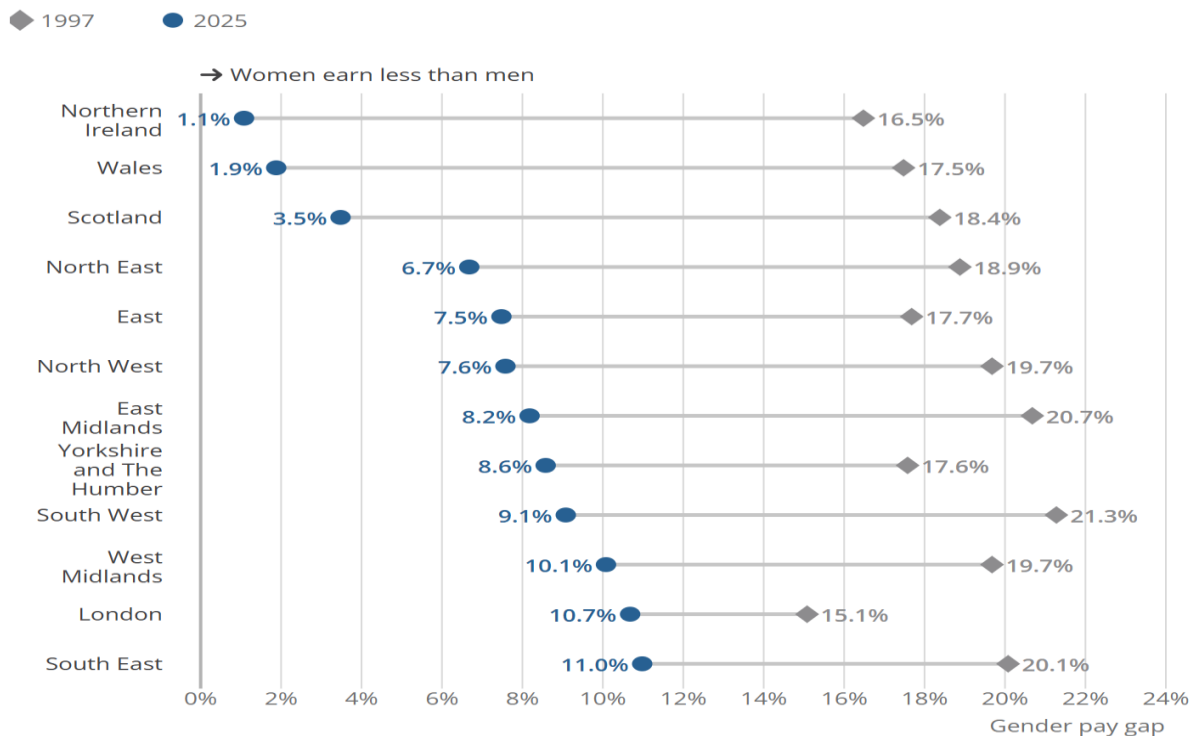


The table below shows the Median Gender Pay Gap according to

Sector	Median Gender Pay Gap 2025 %	Mean Gender Pay Gap 2025 %
Education	17.0	21.1
General Secondary Education	18.6	11.2
Higher Education	10.3	13.8
Tertiary Education	10.8	13.9

The graph below shows the gender pay gap is higher in all English regions than in Scotland, Wales, or Northern Ireland. This data is shown in the graph below and the changes from April 1997 to 2025 according to the ONS data statistics.

Gender pay gap for median gross hourly earnings (excluding overtime) for full-time employees, by work region, UK, April 1997 and 2025



Source: Office for National Statistics

8.0 Understanding Our Gender Pay Gap

To understand what drives this gap and what can be done about it, it is important to analyse by pay quartiles as set out by the Government Equalities Office (GEO). This allows us to understand whether women are often overrepresented in lower earnings roles and men within higher earnings roles. This is calculated by taking all male and female full pay relevant, employees across the whole organisation and dividing them equally into four pay bands.

When we analyse the gender make up of each quartile this clearly shows a higher proportion of female to male staff in the lower and lower middle quartiles. The difference within the upper quartile, relates to qualifications, experience, or incremental increases over longer periods along with the level of role within the college hierarchical structure.

Also, we can analyse the data by staff group and gender split as shown in the table below:

Staff Categories	Hourly Rates		Difference £	As a % of Male Staff
	Male	Female		
Gender Pay Gap: Academic				
Mean Average	£20.09	£20.49	−£0.40	−2%
Median Average	£20.52	£20.18	£0.34	2%
Staff Headcount	50.00	73.00		
Gender Pay Gap: Teaching Support				
Mean Average	£18.49	£13.39	£5.10	28%
Median Average	£13.25	£13.25	£0.00	0%

Staff Categories	Hourly Rates		Difference £	As a % of Male Staff
	Male	Female		
Staff Headcount	3.00	49.00		
Gender Pay Gap: Remainder - Excluding Apprentices (All Managers)				
Mean Average	£18.15	£15.22	£2.93	16%
Median Average	£15.85	£13.10	£2.75	17%
Staff Headcount	54.00	160.00		
Gender Pay Gap: Senior Management Team				
Mean Average	£53.18	£37.63	£15.54	29%
Median Average	£53.18	£36.27	£16.91	32%
Staff Headcount	2.00	6.00		
Gender Pay Gap: Part Time Staff				
Average gender pay gap as a mean average	£18.66	£15.09	£3.57	19%
Average gender pay gap as a median average	£18.16	£13.25	£4.91	27%
Staff Headcount	33.00	176.00		
Gender Pay Gap: Full Time Staff				
Average gender pay gap as a mean average	£17.83	£19.00	-£1.17	-7%
Average gender pay gap as a median average	£16.83	£18.50	-£1.67	-10%
Staff Headcount	110.00	76.00		

The gender pay gap within the academic staff group indicates that we continue to achieve a good level of equality within this group of staff where responsibilities are most similar across the cohort. The amount of personnel in the senior management team is small. This difference is attributed to changes in pay within the senior management team. The gender pay gap both median and mean have reduced across the College, and we will continue to review the pay structure, pay strategy moving forwards.

What are the underlying factors that can impact on the Colleges Gender Pay Gap?

There are a variety of key factors that can contribute to changes in the Gender Pay Gap year on year, such as:

- 1. Workforce Composition:**
 - The number of male and female staff employed and where their roles are within the college structure.
 - Whether an organisation has a higher proportion of men than females in senior roles
- 2. Career Pathways or Progression**
 - Fewer women progressing into leadership or management roles. Female staff traditional have career breaks due to dependant responsibilities, so their careers sometimes progress at a slower pace.
 - Access to development opportunities or mentoring that supports progression.
 - Roles that are traditionally more attractive to male staff such as Scientific, Technical, Engineering or Maths (STEM Subjects) or those in the built environment, trade subjects.
- 3. Terms & Conditions of Employment**
 - Differences in starting salaries or pay structures. Market Rate allowances are allocated to roles where there are national skills shortages such as those referred to in section 2.
 - Recruitment practices unintentionally impact on attracting suitability skilled staff from as wide and diverse background.
- 4. Organisational Culture.**

- Unconscious bias in promotion, appraisal, or workload allocation, in some organisations can be an issue.
- A culture that does not fully support flexible working or work life balance which is not within this College.

5. External Labour Market Factors

- National shortages in certain disciplines can drive up salaries more often in more male dominated fields.
- Sector – wide trends in education that influence pay scales and role availability.

Conclusion

The data shows that two additional male staff were employed in 2025 than in 2024, and particularly within the upper quartile. This would typically suggest an increase in the gender pay gap, as a greater male representation at higher pay levels can widen the gap. However, there have been small changes in the number of male and female staff within the lower quartiles. These shifts, along with overall staffing levels across the structure, also influence the gender pay gap. Even slight changes in the workforce distribution can have a positive impact, depending on where the roles are within the pay structure.

The College is confident that based on the work completed and analysis of the data that the gender pay gap is predominantly as a result of the make up of our workforce and the mix of part time and full time employees and roles within the College and no other identifiable reason relating to gender or a protected characteristic as referred to in the Equality Act 2010 legislation. We will continue to monitor and review all aspects of workforce data and take appropriate action where concerns are identified to ensure we continue to remain equitable in our practices and everything we do.

9: How We Have Addressed the Gender Pay Gap

Whilst the Gender Pay Gap analysis 2025 demonstrates this is reducing in comparison against the previous year, and we are below the Office for National Statistics benchmark data, we are not complacent. The College recognise that its scope to act is limited in some areas and it has, for example, no direct control of the subjects that individuals chose to study, career choices, location of employment or other personal lifestyle choices that may affect their ability to work and their terms and conditions.

In the year to 31 March 2025, the College has taken and is committed to the following actions:

- Completed an extensive pay project resulting in implementing a new pay strategy, a new pay policy, addressing some anomalies within the pay structure, implementing the Government National Minimum Wage five months ahead of the deadline, implementing an increased minimum salary for teaching staff comparable with those in secondary education.
- We will continue to review the pay strategy and pay policy moving forward to ensure that it continues to be fit for purpose and fair and equitable implemented.
- We will continue to review the college structure, roles and responsibilities, terms, and conditions of employment along with Flexible Working Policies.
- We will continue to keep policies under review and to consider gender differences and equality differences within our policies as part of equality impact assessments.
- We recently concluded an internal audit on our recruitment processes. We will analyse applicants' gender and other protected characteristics to understand if these factors influence outcomes and ensure our practices are free from any potential barriers.
- We continue to review our people workforce data in relation to recruitment, retention, performance, gender pay and equality of pay.

- Continue to consider gender pay statistics in terms of staff leaving the College and include relevant data in reports to the Senior Leadership Team.

Conclusion

- The College will report the information on the Gender Pay Gap by the 31 March 2025 in accordance with the information laid out in this report.
- The Gender Pay Gap is predominantly as a result of the make-up of our workforce and the mix of part time and full time employees and roles within the College and no other identifiable reason relating to gender or a protected characteristic as referred to in the Equality Act 2010 legislation.
- The College is confident based on the work completed in relation to the pay strategy and pay policy along with the annual pay review process carried out 2025, that we pay all employees in a fair and equitable way for the same work undertaken.
- We will continue to monitor and review employee statistics.
- A copy of the colleges full Equality, Diversity and Inclusion report is available on the College website and support our passion for equality throughout all aspects of college life.

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