



# TELFORD COLLEGE



## Gender Pay Gap

March 2025



## REPORT

Snapshot date: 31/03/2024

# INTRODUCTION

## OUR VISION

To be an outstanding educational provider for our community, ensuring that students achieve positive outcomes aligned to high aspirations, and through collaborative engagement, support employers to have the required skills to develop and grow their workforce.



Growing and developing our own workforce is a key commitment and is reflected within our core values and entwined within everything that we do.

To ensure we have a positive impact and make a real difference it is essential that we retain and attract the very best talent by rewarding our employees in a fair and transparent way.

We are committed to understanding and reducing our pay gap to ensure increased inclusion and progression for all employees regardless of gender. Closing the pay gap is not an easy fix.

Interrogating our own data highlights how minor staff changes throughout a year causes fluctuations in our year on year gender pay gap. Having a predominately female workforce means even a small fluctuation in our male workforce can have a significant impact on our gender pay gap.

To support more equilibrium in the distribution of women and men across our pay quartiles will take time but we are committed to tackling the disparity of pay between men and women.

# WHAT IS OUR GENDER PAY GAP?

Each year we are required to publish statutory calculations showing the pay gap between our male and female employees.

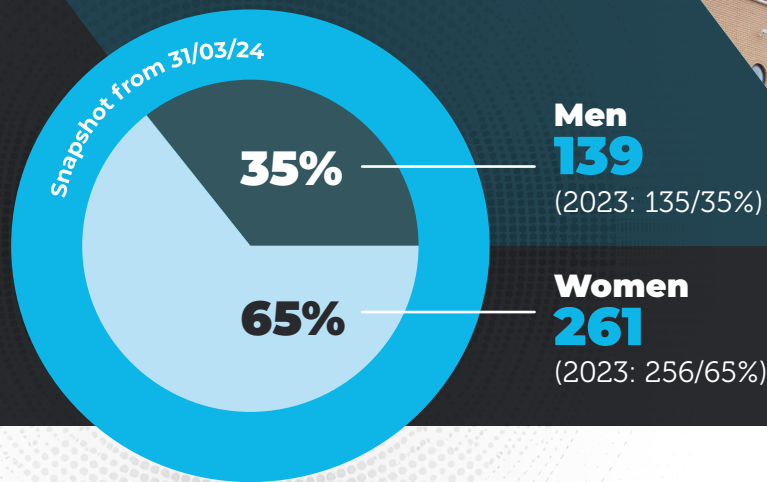
The gender pay gap shows the difference between the average hourly pay for men and women across all ages, roles, and organisational levels. It differs from equal pay which is the right for men and women to be paid at the same rate of pay for work that is of equal value. It is unlawful to pay people unequally on the basis of their gender.

The difference in hourly pay between male and female employees at Telford College is shown as of 31 March 2024 in the statistical breakdown below. We have included the data reported for 2023 for comparison purposes.

## Statistical Breakdown

On the snapshot date of 31 March 2024, the College employed a total of 400 relevant employees.

There has been a decrease in the number of 'relevant' staff on the snapshot date over the last 3 years from 408 in 2022 to 400 in 2024.



The data highlights that even with a year-on-year fluctuations in staff numbers, the proportion of women and men within the workforce has remained relatively consistent.

This data is reflective of the FE sector; according to the Further Education Workforce Data Collection (FEWDC) 2022 to 2023, gender make up has remained similar from 2021/22 to 2022/23 and is predominately (65.2%) female in 2022/23. While this is true across all role types, it is particularly prominent in admin and support roles.

### Mean Gender Pay Gap

The difference between the average hourly rate of pay of male full-time relevant employees and that of female full-time relevant employees.

The mean hourly rate for all male relevant employees was £18.84 per hour, compared with £16.06 per hour for female relevant employees. The mean gender pay gap is 14.8%.

### Median Gender Pay Gap

The median pay gap is the difference between the midpoints in the range of hourly earnings for male and female. It takes all the salaries in the dataset and orders them from the lowest to the highest and identifies the middle most salary.

The median hourly rate for all male relevant employees was £19.56 per hour, compared with £14.13 for female relevant employees. The median pay gap is 27.8%.

	Mean Hourly Rate	Median Hourly Rate
Men	£18.84	£19.56
Women	£16.06	£14.13

**GENDER PAY GAP DIFFERENCE**

**14.77%**

**27.78%**

Three Year Data	2022	2023	2024	% point change from 2023 to 2024
<b>Mean Gender Pay Gap</b>	15.20%	16.48%	14.77%	<b>-1.71%</b>
<b>Median Gender Pay Gap</b>	27.05%	31.03%	27.78%	<b>-3.25%</b>

Compared to last year's data we have seen a decrease in the mean gap from 16.48% in 2023 to 14.8% in 2024. There has also been a decrease in the median gap from 31.03% in 2023 to 27.8% in 2024.



**National Benchmark Data**

Across the UK, the mean gender pay gap for all employees has been declining slowly over time. Among all employees, be they part time or full-time the gender pay gap decreased to 13.1% in 2024, from 14.2% in 2023, and has been declining slowly over time. Over the last decade, it has fallen by approximately a quarter among both full-time employees and all employees. (National Statistics Annual Survey of Hours and Earning (ASHE) for 2024).

**Bonus Gender Pay Gap**

The gender bonus gap is the difference between any bonus received by men and women. There is no bonus to report as at 31 March 2024.

## HOW IS PAY DISTRIBUTED ACROSS THE COLLEGE?

We are required to show the split of male and female employees within pay quartiles. These are calculated by splitting the whole workforce into four, equal sized pay bands based on hourly pay. The percentage of men and women is then calculated for each band.

		Men	Women
<b>2024</b>	Upper Quartile	<b>46%</b>	<b>54%</b>
	Upper Middle Quartile	<b>47%</b>	<b>53%</b>
	Lower Middle Quartile	<b>23%</b>	<b>77%</b>
	Lower Quartile	<b>23%</b>	<b>77%</b>
<b>2023</b>	Upper Quartile	<b>48%</b>	<b>52%</b>
	Upper Middle Quartile	<b>46%</b>	<b>54%</b>
	Lower Middle Quartile	<b>18%</b>	<b>82%</b>
	Lower Quartile	<b>26%</b>	<b>74%</b>
<b>2022</b>	Upper Quartile	<b>49%</b>	<b>51%</b>
	Upper Middle Quartile	<b>49%</b>	<b>51%</b>
	Lower Middle Quartile	<b>16%</b>	<b>84%</b>
	Lower Quartile	<b>22%</b>	<b>78%</b>
<b>2021</b>	Upper Quartile	<b>44%</b>	<b>56%</b>
	Upper Middle Quartile	<b>39%</b>	<b>61%</b>
	Lower Middle Quartile	<b>29%</b>	<b>71%</b>
	Lower Quartile	<b>22%</b>	<b>78%</b>
<b>2020</b>	Upper Quartile	<b>44%</b>	<b>56%</b>
	Upper Middle Quartile	<b>39%</b>	<b>61%</b>
	Lower Middle Quartile	<b>29%</b>	<b>71%</b>
	Lower Quartile	<b>22%</b>	<b>78%</b>

At our snapshot date, there were **261 females** and **139 males**. Although the College has a predominately female workforce there are a greater proportion of men in the upper pay quartiles compared with a greater proportion of women in the lower pay quartiles.

This year's data shows a slight reduction in the percentage of females in the lower pay quartile and the lower middle pay quartile. In the upper quartile there remains more females than males in the College Leadership Team and this has remained consistent over the 5 year period.

It remains the case that there are more fractional staff (term time, part time) and support staff occupying roles in the lower quartile; i.e. Cleaning Assistants, Learning Support Assistants, Apprentices, Invigilators, which are more likely to be held by females.

## **ADDRESSING OUR GENDER PAY GAP**

There are many factors that contribute towards a gender pay gap, these originate from the wider education and employment landscapes as well as factors within any workforce.

These causes are complex and varied though we know that structural factors are the key cause of the gender pay gap. These include occupational segregation and women's concentration in low-paid, highly feminised sectors, we have a predominately female workforce, and a high proportion of females are employed within our lower paid quartiles. It is evidenced and researched that the part-time pay penalty and women's disproportionate responsibility for unpaid caring are all factors within the gender pay gap.

The Education sector and FE sector in which we operate has a high proportion of female employees. For these reasons, tackling the gender pay gap will require a long-term, sustained approach to eliminating barriers for our people so we can create a diverse and inclusive culture.

**Although we have seen a slight decrease in our gender pay gap we remain committed to reducing pay gaps.**

## WE ARE:

### **Auditing data to create an evidence base**

- Identify barriers to gender equality during the recruitment cycle
- Implementing Personal Data Audit Programme

### **Reviewing the recruitment process**

- Removing opportunities for gender bias
- Appointed a Recruitment Specialist

### **Strengthening Internal Development Opportunities**

- Upskill all staff and provide professional development opportunities
- Leadership & Management Development Programme
- College Training Plan

### **Supporting Staff**

- Developing new guidelines for managers on supporting employees with the introduction of a Leave policy

### **Reward Review**

- Review our approach to Rewards and Benefits
- Implementing Job Evaluation to ensure fair reward for skills

### **Family Friendly Policy**

- Promoting and developing a family friendly policy framework which is aimed at increasing access to employment and development opportunities for all those with caring responsibilities

By themselves, none of these initiatives will remove the gender pay gap - and it may be several years before some have any impact at all, and ensuring a greater balance in the distribution of women and men across the College will take time.

**We are committed to narrowing the gender pay gap and ensuring that barriers to employment and the progression of our people are removed.**

**Lawrence Wood**

Principal & Chief Executive Officer