

MARCH 2026

# GENDER PAY GAP REPORT

**REPORT**

Snapshot date: 31/03/2025



**TELFORD  
COLLEGE**



**Ofsted**  
Good  
Provider



## OUR VISION

# INTRODUCTION

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?

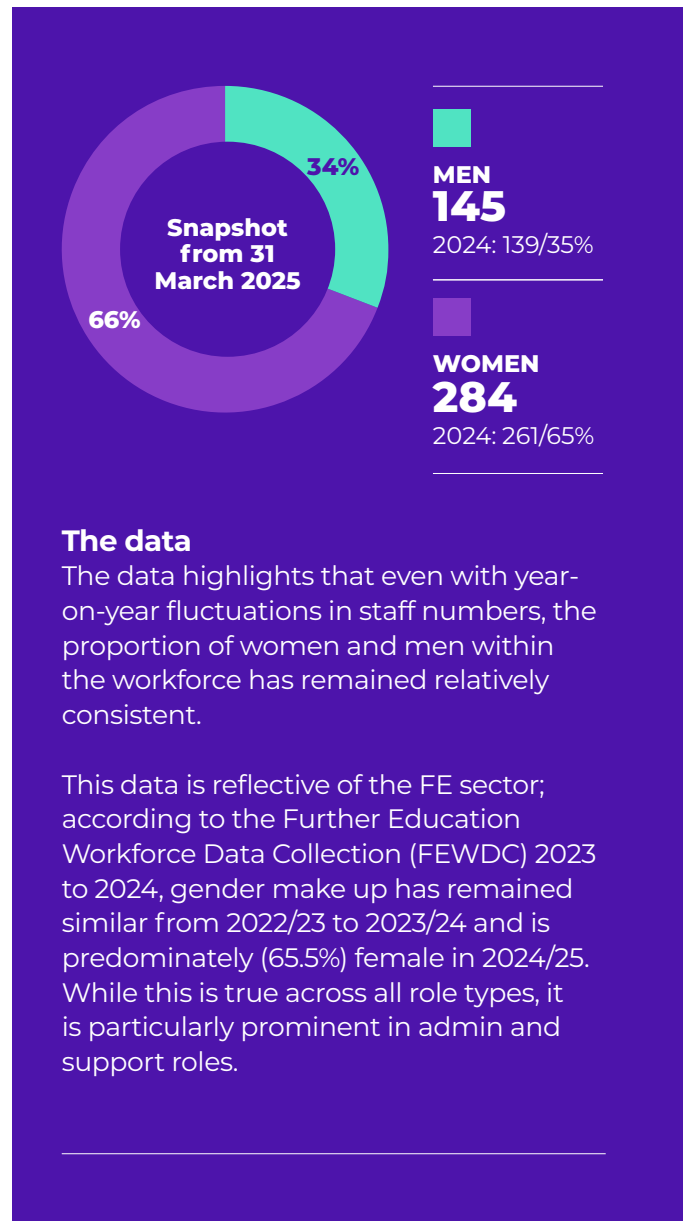
Each year we are required to publish statutory calculations showing the pay gap between our male and female employees.

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 2025 in the statistical breakdown to the right. We have included the data reported for 2024 for comparison purposes.

## Statistical Breakdown

On the snapshot date of 31 March 2025, the College employed a total of 423 relevant employees.



### 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 £19.12 per hour, compared with £16.86 per hour for female relevant employees. The mean gender pay gap is 11.96%.

### 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 £19.71 per hour, compared with £15.11 for female relevant employees. The median pay gap is 23.30%.



### 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 fulltime the gender pay gap decreased to 12.8% in 2025, from 13.1% in 2024, and has been declining slowly overtime. 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 2025.



#### Mean Hourly Rate



Male

**£19.12**



Female

**£16.86**

#### Median Hourly Rate



Male

**£19.71**



Female

**£15.11**

#### Gender Pay Gap Difference

**11.96%**

Mean

**23.30%**

Median

Three Year Data	2023	2024	2025
Mean Gender Pay Gap	16.48%	14.77%	11.96%
Median Gender Pay Gap	31.03%	27.78%	23.30%

#### % point change from 2024 to 2025

**-2.81%**

Mean

**-4.48%**

Median

Compared to last year's data we have seen a decrease in the mean gap from 14.8% in 2024 to 11.96% in 2025. There has also been a decrease in the median gap from 27.8% in 2024 to 23.30% in 2025.

# 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.

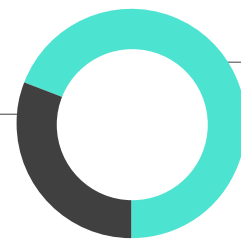


## HOW IS PAY DISTRIBUTED ACROSS THE COLLEGE?

### Upper Quartile

2025

Men  
43%

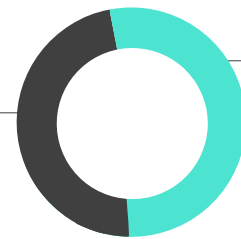


Female  
57%

### Upper Middle Quartile

2025

Men  
48%

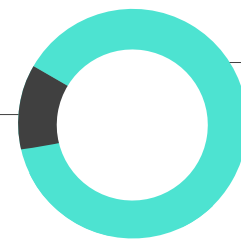


Female  
52%

### Lower Middle Quartile

2025

Men  
21%

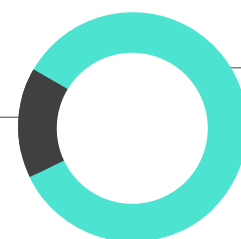


Female  
79%

### Lower Quartile

2025

Men  
26%



Female  
74%



**CONTINUED**

**Upper Quartile**

**2024**



**2023**



**Upper Middle Quartile**

**2024**



**2023**



**Lower Middle Quartile**

**2024**



**2023**



**Lower Quartile**

**2024**



**2023**



**2022**

**Men Women**

Upper Quartile	49%	51%
Upper Middle Quartile	49%	51%
Lower Middle Quartile	16%	84%
Lower Quartile	22%	78%

**2021**

Upper Quartile	44%	56%
Upper Middle Quartile	39%	61%
Lower Middle Quartile	29%	71%
Lower Quartile	22%	78%

**2020**

Upper Quartile	44%	56%
Upper Middle Quartile	39%	61%
Lower Middle Quartile	29%	71%
Lower Quartile	22%	78%



## ADDRESSING OUR GENDER PAY GAP

The drivers of the gender pay gap are wide-ranging and multifaceted; however, structural issues are widely recognised as the primary contributors.

These include occupational segregation and the over-representation of women in lower-paid, traditionally female-dominated roles. Our workforce is largely female, with a significant proportion of women employed within the lower pay quartiles.

Research consistently shows that factors such as the part-time pay penalty and the unequal share of unpaid caring responsibilities undertaken by women also play a substantial role in sustaining the gender pay gap.

The education and further education sectors, in which we operate, employ a high percentage of women. As a result, addressing the gender pay gap will require a long-term, ongoing commitment to removing barriers for our workforce and fostering a genuinely diverse and inclusive culture.



## AS PART OF OUR COMMITMENT TO REDUCE OUR GENDER PAY GAP

### WE ARE

- ✓ Enhancing our HR and Payroll systems by implementing a new Applicant Tracking System (ATS) to enable robust monitoring and evaluation of gender equality throughout the recruitment process.
- ✓ Launching an Employee Self-Service (ESS) platform to accurately record and maintain employee personal and sensitive data, strengthening the quality of our Gender Pay Gap and Equality, Diversity and Inclusion (EDI) reporting.
- ✓ Introducing regular data quality audits to ensure information is accurate, meaningful, and relevant, and to identify and address any barriers to reducing the gender pay gap.
- ✓ Evolving our Performance and Development Review process to ensure opportunities for development, progression, and career growth are fair, transparent, and achievable for all employees.
- ✓ Reviewing and enhancing HR policies and processes to deliver an excellent end-to-end employee experience, from recruitment and onboarding through to exit.
- ✓ Implementing comprehensive mental health and wellbeing support, including an Employee Assistance Programme, fully trained Mental Health First Aiders, and targeted webinars on key wellbeing topics such as menopause, mental health, and International Women's and Men's Day.
- ✓ Introducing a job evaluation framework to ensure pay and reward decisions are fair, consistent, and based on skills, experience, and role requirements.



**LAWRENCE WOOD**

Principal & Chief Executive Officer