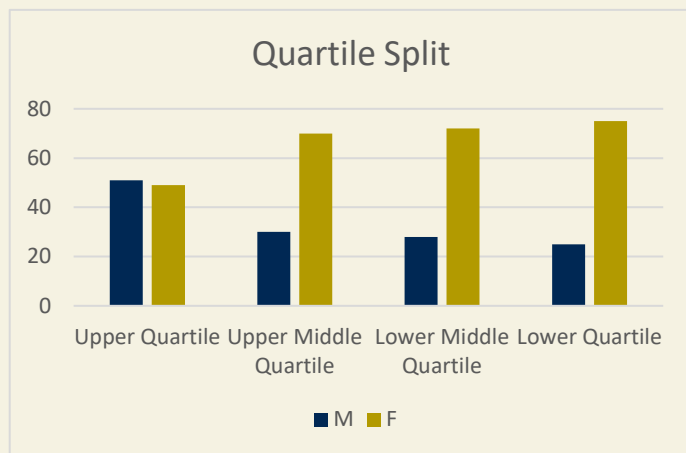


Gender Pay Gap Report

MARCH 2023

The gender pay gap is the difference between the median and the average pay of men and women in an organisation. We are an equal opportunities employer and are proud to be one of the largest in the area, offering roles from cleaning, gardening and administrative roles, to teaching and leadership. We welcome applicants of all genders for all its vacancies and believe that a diverse community thrives. It is important to highlight that the Gender Pay Gap is not the same as 'equal pay' and its purpose is to prompt employers to look at issues such as a lack of female representation in senior roles. College pay scales for academic and teaching support staff do not vary between female and male staff and the same rate is paid to male and female staff for all non-Payscale comparable roles.



The fundamental reason for the reported Gender Pay Gap is 75% of our Lower Quartile is occupied by female staff, mostly in admin, support and housekeeping roles. As a result, the mid-point for male staff is in the Upper Middle Quartile whilst the mid-point for female staff is in the Lower Middle Quartile.

Women represent 49% of the highest paid staff whereas the male to female ratio is 70/30 in the other quartiles. The College is committed to exploring why the upper quartile is not more representative of the rest of the workforce composition.

We did not pay any bonuses during the reported period.

**Median Gender Pay Gap:
32.1% (M>F)**

**Mean Gender Pay Gap:
16.6% (M>F)**

Quartiles	Male		Female	
	Number	%	Number	%
Upper Quartile	41	51	40	49
Upper Middle Quartile	24	30	57	70
Lower Middle Quartile	23	28	58	72
Lower Quartile	20	25	60	75
Total	108	33%	215	67%

I hereby declare that the information provided in this report is accurate.



Victoria Griffiths
Director of People