

GENDER PAY GAP REPORT 2025

South Staffordshire College reports its Gender Pay gap in line with Government regulations and as at 30 March 2025 the College employed 697 staff in roles of which 223 were male and 474 were female.

Based on the UK Government's methodology that came into force in April 2017, the College are reporting a mean gender pay gap for 2025 of 14.65% and a median gender pay gap of 27.07%.

Gender pay compares average pay and bonus by men in the workplace to the average pay and bonus for women. South Staffordshire College does not pay bonuses so our report on bonuses is zero.

Gender Pay Mean

Gender Pay analyses all employees and organises them in terms of their gender and pay rate. The calculations are then about the 'mean' pay for females compared with the 'mean' pay for males. This is the average that all females who work in the College earn and the average that all males that work in the College earn. The difference in pay between the two amounts is presented in monetary terms and in percentage terms. Gender Pay is not the same as equal pay. The exercise is not a pay issue, it is a representation issue.

We have taken on 46 people this year from last year (20 more females and 26 more males).

Mean Female Pay	Mean Male Pay	Difference	Difference %
£17.47 (from £16.28 in 2024)	£20.46 (from £19.23 in 2024)	£2.99 (from £2.95 in 2024)	14.61% (down from 15.35% in 2024)

We have also increased pay from 1 January 2025 ensuring that we are now paying the real living wage which has increased the overall pay rates.

The mean female pay has increased since last year by £1.19 (increased by 6.8%) and the mean male pay has also increased by £1.23 (increased by 6%).

Gender Pay Median

The second calculation is to take the pay rates for females and take the 'median' pay – this is the mid-point of pay for females and compare it with the mid pay point of pay for males.

Median Female Pay	Median Male Pay	Difference	Difference %
£15.44 (from £14.29 in 2024)	£21.17 (from £19.28 in 2024)	£5.73 (from £4.99 in 2024)	27.07% (25.88% in 2024)

The median female pay has increased by £1.15 (increased by 7.4%) and the median male pay has increased this year by £1.89 (increased by 8.9%).

Numbers of staff split between male and female into 4 pay quartiles

As part of our reporting, we have split the College into 4 Quartiles based on pay. The chart outlines the numbers we employ and then the percentages of males and females employed in each pay band.
in each.

	2025 Male	2024 Male	2025 Female	2024 Female	2025 Comparison to 2024
Total employed in the organisation	212	185	422	409	More males employed than females
Upper Quartile (people who earn the most)	44.03%	37.8%	55.97%	62.16%	More males employed than females
Upper Middle Quartile	46.84%	43.62%	53.16%	56.38%	Increase of males and females remain the same
Lower Middle Quartile	26.58%	27.52%	73.42%	72.48%	Slightly less males than females
Lower Quartile – (those who earn the least)	16.35%	15.54%	83.65%	84.46%	Slightly less people in both categories

By increasing the number of men in the above 3 quartiles and reducing the number of women we employ has affected our gender pay gap. In the lower quartile, we have slightly increased the number of men we employ and reduced the number of females. This would have had a positive effect if it was not over-shadowed by the increases in men and decreases in women in the other 3 quartiles. These movements have increased our median gender pay gap.

What have we done since March 2024 to close the gap?

We were able to make increases in January 2025 of between 9.6% on our lowest scale reducing as the scales go up to 3% towards the top of the scales – this has led to the increase in salaries evidenced in this report. This meant that from 1 January 2025, our lowest pay point was £12.60 per hour which was paid at the rate of the Real Living Wage implemented in April 2025.

Next Steps?

We will continue to review the pay across the board for staff each year and ensure that we keep pace with the Real Living Wage when funding allows.

Whilst we will always ensure that we appoint the best person for the role irrespective of gender or other protected characteristics, we will continue to monitor our progress, gather feedback from our employees, and adapt our strategies as needed to ensure we are making tangible strides towards closing the gender pay gap.

Claire Boliver
Principal/Chief Executive

XX July 2025