

# Gender Pay Gap Reporting

March 2025

## Introduction

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year to record the pay gap between male and female employees.

In March 2025, the Group reports the Gender Pay Gap based on the ‘snapshot’ date of 31 March 2024.

The Gender Pay Gap Information is detailed below, with the information based on the six calculations that are required to assess the pay gap and these are described below.

The six key metrics and calculations are:

- the difference in the mean pay of full-pay men and women, expressed as a percentage
- the difference in the median pay of full-pay men and women, expressed as a percentage
- the proportion of men and women in each of four quartile pay bands
- the difference in the mean bonus pay of men and women, expressed as a percentage
- the difference in the median bonus pay of men and women, expressed as a percentage
- the proportion of men and women who received bonus pay

## Overall Gender Pay Gap Results for March 2024 (31 March 2024 “snapshot” date) of 31 March 2024

	Female	Male	Gap	Variance
<b>Mean Pay</b>	£19.77	£21.43	7.7%	-2.3%
<b>Median Pay</b>	£19.48	£20.06	2.9%	-9.1%

Summary of the period 31 March 2017 to 31 March 2023 (“snapshot date”):

	Gap 2023	Gap 2022	Gap 2021	Gap 2020	Gap 2019
<b>Mean Pay</b>	9% (+0.2%)	8.8% (-0.8)	9.6% (+0.6%)	9.0% (-2.4%)	11.4% (-0.8%)
<b>Median Pay</b>	12% (+0.9%)	11.1% (+1.8%)	9.3% (-0.8%)	10.1% (-4.7%)	14.8% (-1.7%)

The gender pay gap in the UK for all employees was 13.1% in April 24 (March 23 data). Although the information based on the March 24 data has yet to be published, it is anticipated that the Group’s median rate of 2.9% will be significantly lower than the average gender pay gap in the UK.

**Commentary:** The March 2024 pay data is the first “snapshot” date for Gender Pay Gap reporting following the full implementation of a new pay structure across the South Thames Colleges Group, following merger in 2017. This analysis is therefore the first opportunity to present the impact of the new structure on gender pay.

The Group has also completed a proxy calculation to determine the current Gender Pay Gap. The purpose of the proxy calculation is to analyse progress on a regular basis, without the detailed calculations involved in the statutory method. The March 2025 proxy calculation is noted below and is based on information as at 13<sup>th</sup> March 2025.

<b>Mean</b>	7.7%
<b>Median</b>	0.4%

## Gender Pay Gap Data

The following section captures the full information for the Group, based on a data collection date of 31 March 2024.

### Mean Pay

The mean gender pay gap is the difference between the mean (average) gross hourly pay of female employees (taken as a single group) and mean (average) gross hourly pay of male employees (taken as a single group).

The percentage difference is:

	Female	Male	Gap
<b>Mean Pay</b>	£19.77	£21.43	7.7%

This is an improvement from the previous year of 2.30%.

### Median Pay

The median gender pay gap is the difference between the mid-point (median) gross hourly pay of female employees (taken as a single group) and the mid-point (median) gross hourly pay of male employees (taken as a single group).

The percentage difference is:

	Female	Male	Gap
<b>Median Pay</b>	£19.48	£20.06	2.9%

This is an improvement from the previous year of 9.1%

**Commentary:** As noted, the March 2024 snapshot is the first occasion that the impact of the introduction of the new pay and Grading Structure is fully evident in the Gender Pay Gap information. The introduction of the new Pay and Grading arrangements, and the approach to implementing pay awards, has resulted in higher percentage increases being applied to posts within the lower and lower middle quartiles. Since 2023, the average pay increase for salary rates below the median value was 10.5%, compared to an increase of 5.8% above the median rate. The average increase within the lower quartile was 11.9% compared to 5.2% for the upper quartile. Due to the distribution of female staff and male staff across the pay quartiles, the structuring of the pay increases in this way has contributed to the reduction in the Gender Pay Gap

When broken down into additional factors such as Age and Occupational Group the median pay gap is shown as:

	Female	Male	Gap
<b>Support</b>	£16.12	£16.12	0%
<b>Academic Support</b>	£14.37	£14.71	2%
<b>Teaching</b>	£23.52	£23.52	0%
<b>Management</b>	£33.83	£36.27	7%

	Female	Male	Median Gap	Staff Age Profile
<b>18-21</b>	£13.70	£13.70	0%	2%
<b>22-29</b>	£15.72	£16.12	3%	7%
<b>30-39</b>	£19.48	£18.47	-5%	14%
<b>40-49</b>	£19.48	£23.52	17%	22%
<b>50-59</b>	£20.06	£23.52	15%	32%
<b>60+</b>	£19.48	£21.79	11%	23%

**Commentary:** The median gap for staff in 40-49, 50-59 and 60+ age categories has substantially increased since the 2024 reporting period, with staff in these groups typically representing the larger proportion of the staff group.

## Pay Quartiles

The Pay Quartiles are based on a rank order of all the male and female full-pay relevant employees from the lowest hourly rate of pay to the highest hourly pay rate. The generated rank order is divided into four equal quarters to provide 4 pay bands or quartiles.

	£8.98 - £15.71			£15.71 - £19.48		
	Lower Quartile			Lower Middle Quartile		
	All Staff	Female	Male	All Staff	Female	Male
<b>Number</b>	273	202	71	273	190	83
<b>Percentage</b>		74%	26%		70%	30%

	£19.48 - £23.52			£23.52 - £127.90		
	Upper Middle Quartile			Upper Quartile		
	All Staff	Female	Male	All Staff	Female	Male
<b>Number</b>	273	177	96	273	177	96
<b>Percentage</b>		65%	35%		65%	35%

**Commentary:** Compared to the last reporting period, there are a larger number of female staff in the lower middle and upper middle quartiles, with a larger percentage of male staff in the lower quartile. However the percentage of female staff in the upper quartile has reduced marginally (1%).

## Overall Bonus Pay Gap Results for March 2024 (31 March 2024 “snapshot” date) of 31 March 2024

The proportion (in percentage terms) of male and female employees who received bonus pay during the period of 12 months preceding 31 March 2024.

	Female		Male	
	Number	Percentage	Number	Percentage
<b>Bonus</b>	0	0%	0	0%

### Mean Bonus Pay

The mean gender bonus pay gap is the difference between the mean (average) gross bonus pay of female employees (taken as a single group) and mean (average) gross bonus pay of male employees (taken as a single group) during the 12 months preceding 31 March 2024.

	Female	Male	Gap
<b>Mean Bonus</b>	£0	£0	0%

### Median Bonus Pay

The median gender bonus pay gap is the difference between the mid-point (median) bonus pay of female employees (taken as a single group) and mid-point (median) bonus pay of male employees (taken as a single group) during the 12 months preceding 31 March 2024.

	Female	Male	Gap
<b>Median Bonus</b>	£0	£0	0%

