



CITY COLLEGE PLYMOUTH - GENDER PAY GAP REPORT 2025



THE **LEARNING DESTINATION OF CHOICE**

FOREWORD

One of the key values of the College is to celebrate diversity and break down barriers to success.

City College Plymouth is therefore committed to equality, diversity and inclusion by reducing barriers and offering fair opportunity to all staff and students. Part of this commitment is to ensure that we provide the opportunities to all regardless of gender or any other reason that cannot be justified in job related terms.

The College publishes its gender pay gap data together with the promise that we continue to work to narrow any gaps. In an increasingly diverse world, we recognise that we have the responsibility of ensuring that our staff feel valued, included and rewarded on an equal platform.

The College takes pride in its commitment to equality and diversity, and continues to review all aspects of working and learning to ensure that we celebrate and promote equality, diversity and values for life and work in modern British society through our activities and events.

BACKGROUND

The Equality and Human Rights Commission defines the difference between equal pay and the gender pay gap as follows:

1. equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010
2. the gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

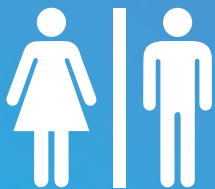
In accordance with the Government's Public Sector Employer Consultation, the College captured its gender pay data as a snapshot on 31st March 2025 when 63% of the College staff were female and 37% were male. The College publishes its gender pay gap report each year.

The data where appropriate has been broken down by both full-time and part-time staff, this has been done to aid our understanding and also to help identify if there are issues of concern within the part-time staff population.

RESULTS

Mean hourly rates

Mean hourly rates present the average hourly rate paid to male and female staff.



£15.95 £17.17

The mean gender pay gap is the difference between these two hourly rates of pay. The College's mean gender pay gap is 7.14%.

Median hourly rates

The median pay gap focuses on the middle value in the distribution of hourly rates.



£14.62 £17.35

The median gender pay gap is the difference between these two hourly rates of pay. The College's median gender pay gap is 15.73%.

QUARTILES

The College staff are distributed across the four pay quartiles as follows. Each quartile contains 184 staff.

- First quartile = **26.63%** male and **73.37%** female
- Second quartile = **27.72%** male and **72.28%** female
- Third quartile = **36.96%** male and **63.04%** female
- Fourth quartile = **54.89%** male and **45.11%** female

Women remain over-represented in the College's lower-paid roles, which amplifies our gender pay gap, even though everyone is paid equally for the same role. This remains true nationally due to economic, cultural and societal factors, rather than direct pay discrimination. A survey carried out by Carers UK found that 80% of carers are female and, with an ageing population, this caring responsibility is for elderly parents as well as children. This impacts "the choices available to women [which] are more constrained than those available to men" (CIPD).

COMPARISONS

Data provided by the AoC indicates the following by way of comparison.

	Mean	Median
City College Plymouth	7.14%	15.73%
All AoC Colleges	9.26%	14.80%
All GFECs	9.55%	14.83%
South West Colleges (GFECs)	9.68%	13.03%
Similar College size (staff size 500-999)	9.17%	13.03%

The College compares very favourably to other Colleges similar in size and geography. Our mean gender pay gap is over 2% lower, and our median gender pay gap is within 1%. The College's mean gender pay gap has reduced from last year but the median has increased. This increase in the median gender pay gap is due to the salary differentials being eroded between grades, due to the increase in National Minimum Wage, which has disproportionately moved the median pay, and therefore impacted the median gender pay gap.

	Mean	Median
City College Plymouth 2024	7.59%	13.31%
City College Plymouth 2025	7.14%	15.73%

GENDER PAY GAP SUMMARY

Our analysis shows that the overall difference between men and women's earnings is 7.14% (mean) or 15.73% (median) based on the hourly rates of pay at the snapshot date of 31st March 2025. Meaning that, on average, female employees are paid less than male employees, but that the mean gap is narrowing. It is important to remember that the calculation behind the gender pay gap is not the same as equal pay.

We meet our legal duties under the Equality Act 2010 to promote equality by:

- driving the agenda at the highest level
- developing and raising awareness across the organisation
- sharing good practice
- working with learners, staff and external partners to address barriers faced by particular groups to allow full participation
- monitoring, measuring and evaluating the impact of Equality and Diversity policies, and practice.

The College is committed to being an inclusive workforce. There is good representation of female staff in management positions at the College with over half of the Drivers for Change Management Team being female. Where roles within this structure are directly comparable the posts are paid at the same grade or salary point.

Where pay gaps exist it is due to the individual nature and level of responsibility for each individual role. The College has clear pay scales based on role, skills and responsibilities.

The results from the quartile percentages arise due to a number of factors: The majority of our lower paid employees are in roles that are predominantly assistant roles. Often these roles are used as an entry to other roles in the workplace and are attractive to those who are returning to work following a career break or who require more flexibility with their working patterns.

It is important to identify that this year's report is unusual, due to the timescales of the Job Evaluation Scheme (JES) implementation, which have impacted on our data. In reviewing the College's gender pay gap trends over the past six years, we can see gradual sustained progression in reducing the mean gender pay gap. We consistently perform better than the national mean figures, and can evidence improved progression of women into the third quartile. When the reporting period covers a full year of implemented JES we anticipate that this will positively impact the gaps.

WORK SO FAR

We aim to create a culture and ethos of mutual respect, understanding and tolerance within a friendly, harmonious and safe learning environment. The Equality and Diversity Committee and Corporation receive updates generated from monitoring systems that report on College-wide equality performance.

As part of its Public Sector Duty, the College publishes its Equality and Diversity Annual Report, which includes progress towards equality objectives.

We fulfil our commitment by:

- embedding equality and diversity within all our practices
- advancing equality and diversity by tackling all forms of discrimination
- celebrating diversity and difference
- seeking to educate staff, students and the community to both foster good relations and recognise the benefits of a diverse community
- having 'Family Friendly' policies and procedures in place which are known to all staff which encourages both male and female employees to discuss flexible working arrangements which will not inhibit career progression.

The Mandatory Gender Pay Gap Reporting - Public Sector Employers Government Consultation document also highlights the requirement for public authorities to publish the difference between mean and median bonus payments paid to men and women. The College does not operate a bonus scheme and therefore no data is available for this metric.

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

WHAT'S NEXT?

The College monitors its Gender Pay Gap Action Plan and will continue to do so to address any differential in pay between men and women in the organisation. However, our pay scale structures minimise this.

This information will be updated annually with data from the 'snapshot' date each year.

Our aim is to close the gap year on year and to do this we are committed to:

- analysing the impact of the JES on the gender pay gap. The JES has re-introduced the differentials between bandings to provide clearer career progression
- a commitment to being a Foundation Living Wage employer which will increase the hourly rates of our lower scale roles. As of August 2025, the College is a Foundation Living Wage employer and the impact of this will be seen in future reports which cover that reporting period
- promoting our female role models internally and externally
- robust and consistently applied policies and procedures relating to equality, as well as rigorous oversight by the People Management function at the College to ensure there is no gender bias in any recruitment and selection or career promotion process
- improving opportunities for flexible working through the Work-life Balance and Special Leave arrangements
- taking gender into consideration when identifying succession planning
- ensuring that development and learning opportunities are available
- making the lower salary roles more attractive to men, by using male role models.

CONCLUSION

The College is confident that men and women are paid equally for doing the equivalent or same job. This is supported by our pay scale structures.

It is important to note that the College is committed to a fair and transparent recruitment and selection process, and that roles, new and existing, are financially rewarded based on the needs of the business and not on gender.

The College has made steady progress in reducing its mean gender pay gap. The mean gap has fallen from 9.9% to 7.14%, placing the College consistently ahead of national averages where comparable data exists. This reflects gradual improvement in overall pay equality.

None of these initiatives will, of themselves, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, City College Plymouth is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

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