

## GENDER PAY GAP STATUTORY REPORT for 31<sup>st</sup> March 2025

### Scope and Context

As a public sector organisation with over 250 employees, the Isle of Wight College is required to report the Gender Pay Gap under the Equality Act 2010 (gender pay gap information) regulations 2017. The calculations below show the differences between the average earnings of men and women employed by the College.

The Isle of Wight College is committed to the principle of equality of opportunity and equal treatment of all employees and job applicants, regardless of their gender, race, disability, age, religion or belief, marriage or civil partnership, pregnancy, sexual orientation, or gender reassignment.

### Gender Pay Gap Data

On the 31<sup>st</sup> March 2025, the college had **337** paid employees. **68.84%** of the total number of employees were female (which is a reduction of 1.16% compared to the previous year).

#### The mean average gender pay gap:

Male = £15.44 hourly pay rate	Female = £14.90 hourly pay rate	Females' average hourly rate is <b>3.49%</b> lower than the average male mean hourly pay rate.	2023/24 Female average hourly rate was <b>5.85 %</b> lower than the average male mean hourly pay rate.
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For every £1 that a male earns, a woman earns 96.5 pence, which is an increase from 94 pence reported in 2023/24 of 2.5 pence per hour.

#### The Median gender pay gap

Male = £15.04 hourly pay rate	Female - £12.24 hourly pay rate	Females' median hourly pay rate is <b>22.92% lower</b> than the male median hourly pay rate.	2023/24 Females median hourly pay rate <b>18.61.%</b> lower than the average male median hourly pay rate.
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## Distribution of Gender

The percentage who are male/female in each quartile in terms of their hourly pay rate are as follows:

**Table 1: Gender Data reported for 2024/25**

Quartile	# Male	# Female	Total # Gender	% Male	% Female
Upper	33	51	84	39%	61%
Upper Middle	38	46	84	45%	55%
Lower Middle	20	64	84	24%	76%
Lower	14	71	85	16%	84%

**Table 2: Gender % data reported from 2023-25 (3 years)**

Reporting year	Male %			Female %			Female Distribution Increase/Decrease to the Previous Year
	2023	2024	2025	2023	2024	2025	
Upper Quartile	39%	37%	39%	61%	63%	61%	↓ 2%
Upper Middle Quartile	41%	45%	45%	59%	55%	55%	0%
Lower Middle Quartile	21%	19%	24%	79%	81%	76%	↓ 5%
Lower Quartile	18%	20%	16%	82%	80%	84%	↑ 4%

## Gender Pay Gap – Mean and Median Insights

While the College's gender pay gap has narrowed significantly at the mean level, with women now earning 96.5p for every £1 earned by men, the median pay gap has increased to 22.92%. This shift is primarily due to a higher proportion of women occupying roles in the lowest pay quartile, which are often part-time or flexible positions that attract those seeking to balance work with caring responsibilities. At the same time, female representation in the lower middle and upper quartiles has decreased slightly, further impacting the median figure. It is important to note that, compared to the national median gender pay gap of 7% (ONS, 2024 full time employees), compared to 13.1% (including part-time employees 2024) the College's figures reflect both the unique workforce composition of the education sector and the ongoing challenge of occupational segregation.

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The College remains committed to addressing these imbalances through targeted career development, regular pay audits, and the promotion of flexible working arrangements, while also encouraging greater disclosure of diversity data to support a more intersectional approach to pay equity.

### **Gender Balance Insights**

A significantly disproportionate gender balance is evident within our Lower quartile with 84% female vs 16% male. The roles within this quartile generally attract more female workers than males, as the workers within these areas generally opt for the ability to work flexibility around hours and days to support outside commitments. It is still the case that females are more likely than males to take time out from work to support caring responsibilities. However, during this reporting period, the numbers of males employed within the lower quartile have seen a decrease of 4%, with an increase in females in this quartile of 4%.

The upper quartile remains stable at 61% from 2023/2024 to 2024/2025, which supports a consistent gender balance at the highest levels across the College, showing females represented across roles at the College. Although this is unusual within private sector organisations, it is not amongst educational settings.

The upper middle remains stable there has been no change in the gender distribution within this quartile over the past 12 months. However, the lower middle quartile has seen a decrease in the number of females employed in this banding which is 5% lower than the previous years. Whilst males in this banding have seen an increase 5%, when compared to the previous reporting period, which can be attributed to attracting more males to roles such as technicians/student support roles.

While these figures provide important transparency on pay and gender balance, they should not deflect from the overall positive position on gender equality and employment practice at the Isle of Wight College and within the wider UK Education Sector. In particular, the education sector compared to other industry sectors has an exceptionally good track record of promoting family-friendly employment policies and enabling gender equality in recruitment and promotion opportunities. The college's statistics in terms of the proportion of females employed at all levels within the organisation provide evidence of this positive position.

### **Ensuring Equal Opportunities and Equal Pay Arrangements**

At the Isle of Wight College, we are committed to fostering an inclusive and equitable environment for all staff. We believe that diversity enriches our community and enhances the educational experience for all. Our commitment to equality is reflected in our policies, practices, and the support we provide our staff.

We are dedicated to ensuring that all staff are paid fairly and equitably, regardless of gender, race, age, disability, sexual orientation, religion, or any other characteristics. Our pay structures are regularly reviewed to ensure compliance with the Equality Act 2010 and other relevant legislation.

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We provide comprehensive support to our staff to promote their wellbeing and professional development. This includes:

- Access to training and development opportunities, with regular reviews and feedback to ensure career progression and development.
- Flexible working arrangements to support work life balance, with a wide range of family friendly policies and benefits, which are designed to support staff, including enhanced maternity and paternity provisions, shared parental leave.
- We will continue to train our staff and managers in Equality Diversity, Inclusion and Unconscious Bias to ensure that staff avoid unconscious bias in decision making.
- Confidential employee assistance program offering counselling and support services
- Occupational Health and Wellbeing services and events to support staff
- On-site Nursery to further attract those individuals with young families.
- Safer Recruitment policy that encourages equal male and female representation on interview panels and for promotion opportunities
- Job evaluation to determine pay grades using an objective evaluation process agreed with our trade union representatives.

### **Commitments for the Future**

The Isle of Wight College is committed to improving its gender pay gap and will continue to review all areas to identify action that can be taken to further reduce differentials identified in this report.

- Continually review recruitment activities and career progression opportunities
- Ensure implementation of workforce strategies meets the legal equal pay for work equal value for work requirements, including legal duty to report and address any gender pay differentials.
- Enhance family-friendly policies and initiatives to support retention and progression of staff members encouraging all staff to use the family-friendly and flexible working policies.
- Continue to encourage all staff to participate in formal development opportunities, including equality and diversity training for all staff.
- Promote career development opportunities to target development of females within the lower quartile.
- Continue to review new roles in line with the job evaluation, to remain unbiased.
- Encourage open dialogue and feedback from staff to continuously improve our practices.
- Continually review and adjust the college's pay structures to ensure they align with strategic objectives, reflect local market conditions, comply with national minimum wage requirements, and promote sustainability and gender pay equity for all employees.
- Strengthen wellbeing support for staff, ensuring equitable access to mental health and career development resources.
- Encourage employees for both disability and ethnicity to share their data in order to enable the college to gain a complete understanding of any gaps.

At the Isle of Wight College, we are dedicated to creating a workplace where everyone feels valued, respected and supported. We believe that by promoting equality and ensuring fair pay, we can build a stronger, more inclusive community.