GENDER PAY GAP STATUTORY REPORT for 31st March 2026

Scope and Context

As a public sector organisation with 250 or more employees on the statutory snapshot date of 31 March 2026, the Isle of Wight College (the "College") is required to publish gender pay gap information under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and associated regulations.

Gender pay gap reporting measures the difference between the average hourly pay of men and women across the workforce. It is a broad measure of workforce composition and pay distribution and is different from equal pay, which concerns whether men and women receive equal pay for equal work, similar work or work of equal value.

This report sets out the College's gender pay gap data for the 2025/26 reporting year, based on payroll data as at 31 March 2026. It includes the required mean and median hourly pay gap figures and the distribution of men and women across the four pay quartiles. The report also provides supporting narrative to explain the College's workforce context, the factors influencing the reported figures, and the actions being taken to support equality of opportunity, fair access to progression and an inclusive working environment.

The College remains committed to equality, inclusion and fair treatment for all staff and applicants. While this statutory report focuses specifically on pay differences between men and women, the College's wider equality, diversity and inclusion work continues to support fair access to opportunity across all protected characteristics.

The College is proud of the gender diversity of its workforce. 69.4% of employees are female and females account for being the highest number of staff in all four quartiles outlined in the report below.

The College's gender pay gap data for the reporting year 2025/26, based on employees in post on 31 March 2026, is detailed below.

Gender Pay Gap Data			
On the 31 March 2026, the College had **304** paid employees. 69.4**%** of the total number of employees were female which is an increase of 0.56% compared to the previous year.			
The mean average gender pay gap:			
Male = £17.53 hourly pay rate	Female = £16.68 hourly pay rate	Females' average hourly rate is **4.84%** lower than the average male mean hourly pay rate.	2024/25 Female average hourly rate was **3.49%** lower than the average male means hourly pay rate.
For every £1 that a male earns, a woman earns 95.16 pence, which is a decrease from 96.5 pence reported in 2024/25 i.e. 1.34 pence.			

The Median gender pay gap			
Male = £17.01 hourly pay rate	Female - £14.29 hourly pay rate	Females' median hourly pay rate is 15.99**% lower** than the male median hourly pay rate.	2024/25 Females median hourly pay rate 22.92% lower than the average male median hourly pay rate.

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 2025/26

Quartile	# Male	# Female	Total # Gender	% Male	% Female
Upper	**29**	**47**	**76**	**38%**	**62%**
Upper Middle	**34**	**42**	**76**	**45%**	**55%**
Lower Middle	**17**	**59**	**76**	**22%**	**78%**
Lower	**13**	**63**	**76**	**17%**	**83%**

Table 2: Gender % data reported from 2024-26 (3 years)

Reporting year	Male %			Female %			Female Distribution Increase/Decrease to the Previous Year
	2024	2025	2026	2024	2025	2026	
Upper Quartile	**37%**	**39%**	**38%**	**63%**	**61%**	**62%**	↑ 1%
Upper Middle Quartile	**45%**	**45%**	**45%**	**55%**	**55%**	**55%**	=
Lower Middle Quartile	**19%**	**24%**	**22%**	**81%**	**76%**	**78%**	↑ 2%
Lower Quartile	**20%**	**16%**	**17%**	**80%**	**84%**	**83%**	↓ 1%

Gender Pay Gap – Mean and Median Insights

The College remains a predominantly female workforce, with women representing 69.4% of all employees. The data presents a positive and balanced picture overall, demonstrating strong female representation across the organisation, including within higher-paid roles, while also highlighting areas where further progress can be made.

The College's mean gender pay gap is 4.84%, meaning that women earn, on average, 95.16 pence for every £1 earned by men. While this represents a small increase from the previous year's figure of 3.49%, the gap remains relatively low. The mean calculation is influenced by a small number of higher-paid roles and therefore reflects the overall distribution of employees across different levels of the organisation rather than differences in pay for comparable work.

Encouragingly, the College's median gender pay gap has improved significantly, reducing from 22.92% to 15.99%. This substantial reduction of 6.93 percentage points indicates that the pay difference between the typical male and female employee has narrowed and suggests that female representation and progression throughout the College's pay structure continues to strengthen.

The quartile analysis further supports this positive trend. Women make up 62% of employees in the upper pay quartile, demonstrating strong representation in senior, specialist and professional roles. This is particularly positive given that women comprise 69.4% of the overall workforce. However, women continue to be concentrated within the lower two pay quartiles, representing 78% of the lower-middle quartile and 83% of the lower quartile. This concentration reflects the gender composition of certain occupational groups within the College and continues to influence the overall gender pay gap.

The College remains committed to addressing gender pay imbalances through ongoing monitoring of pay and workforce data, fair and transparent recruitment and promotion practices, and targeted career development opportunities. It will continue to support a diverse talent pipeline through workforce and succession planning, promote flexible and family-friendly working arrangements, and encourage applications from underrepresented groups. Regular reviews of our pay and grading arrangements, alongside the continued embedding of equality, diversity and inclusion principles across all people practices, will help ensure that opportunities for progression and reward are fair and accessible to all. We will also encourage greater disclosure of diversity data to support a more informed and intersectional approach to pay equity.

Gender Balance Insights

A significantly disproportionate gender balance is evident within our Lower quartile with 83% female vs 17% male. The lower quartile contains a number of roles that are traditionally female dominated across the education sector. The concentration of women within these occupational groups contributes to the gender distribution within this quartile. 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 an increase of 1%, with a reduction in females in this quartile of 1%.

The upper quartile remains relatively stable fluctuating between 61% and 63%, 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 where there has been no change in the gender distribution within this quartile over the past 12 months. However, the lower middle quartile has seen an increase in the number of females employed in this banding which is 2% higher than the previous year. Whilst males in this banding have seen a decrease of 2%, when compared to the previous reporting period, this can be attributed to attracting more males to roles such as technicians/student support roles.

Overall, the data indicated that the College has achieved good levels of female representation at all levels of the College, including within the upper quartiles. The remaining gender pay gap appears to be driven primarily by workforce composition and occupational segregation rather than a lack of female representation in senior roles or unequal pay for equal work. The significant improvement in the median pay gap, together with sustained female representation within higher-paid roles, provides encouraging evidence that progress is being made towards a more balanced and equitable workforce.

Ensuring Equal Opportunities and Equal Pay Arrangements

The College is committed to providing a fair, inclusive and supportive working environment where all staff can access opportunities to develop, progress and contribute fully. Its approach to equality, diversity and inclusion is embedded through its people policies, recruitment practices, pay and grading arrangements, and the support available to staff throughout their employment.

The College is committed to the principle of equal pay for equal work and work of equal value. Pay and grading decisions are supported by objective job evaluation arrangements, agreed processes and regular review, helping to ensure that roles are assessed consistently and that pay outcomes remain fair, transparent and legally compliant. The gender pay gap data in this report does not indicate unequal pay for comparable work; rather, the remaining gap appears to be influenced primarily by workforce composition and the distribution of men and women across different occupational groups and pay quartiles.

To support equal opportunity and fair access to progression, the College will continue to monitor recruitment, promotion, development and pay data to identify any patterns or potential barriers. This includes reviewing access to career development, succession planning, flexible working and family-friendly arrangements, particularly where staff are concentrated in lower-paid roles.

The College will continue to support managers and staff through equality, diversity and inclusion training, including awareness of unconscious bias and fair decision-making. Recruitment and promotion processes will continue to use clear criteria, appropriately trained panels and consistent assessment methods to support fairness and transparency.

Alongside this, the College provides a range of support to enable staff to remain and progress in work, including flexible working arrangements, family-friendly policies, wellbeing support, occupational health services, employee assistance provision and access to professional development. These arrangements support the College's wider commitment to attracting, retaining and developing a diverse workforce.

Commitments for the Future

The College will continue to monitor and address the factors that influence its gender pay gap, with a particular focus on workforce composition, occupational distribution, wellbeing, inclusion and access to progression. While the data shows strong female representation across the College, including within the upper pay quartile, women continue to be more highly represented in the lower and lower-middle pay quartiles. The College will therefore focus future action on supporting fair access to development, progression and higher-paid opportunities, while ensuring staff are supported to remain well, included and able to contribute fully at work.

- continue to review gender pay gap data annually, alongside recruitment, promotion, development, retention and workforce composition data, to identify trends and potential barriers;
- maintain fair, transparent and legally compliant pay and grading arrangements, supported by objective job evaluation, agreed processes and regular review;
- strengthen progression pathways from lower-paid roles, where women are currently overrepresented, while ensuring development opportunities remain open and accessible to all staff;
- continue to promote flexible working and family-friendly arrangements across all levels of the College, supporting retention, progression and access to opportunity;
- embed the College's new wellbeing and inclusion strategy to support staff health, belonging, engagement and inclusion, recognising that these factors are important in enabling staff to remain and progress in work;
- continue to strengthen support for staff experiencing menopause or related symptoms, including through awareness, manager guidance, reasonable adjustments where appropriate and a culture where staff feel able to seek support without stigma;
- implement and embed the College's workload charter, created by staff for staff, with full College backing and union agreement, to support a fair, sustainable and healthy working environment;
- review recruitment and selection practices to support fair access to roles across the organisation;
- support managers and staff through equality, diversity and inclusion training, including fair decision-making, inclusive recruitment and awareness of unconscious bias;
- encourage staff to participate in professional development, succession planning and career conversations;
- continue to invite staff to share diversity information, including disability and ethnicity data, to support a more informed and intersectional understanding of workforce and pay outcomes; and
- review progress each year as part of the College's gender pay gap reporting and wider people strategy.

The College remains committed to creating a workplace where all staff feel valued, respected, included and supported. By continuing to monitor the data, act on identified barriers, promote fair access to opportunity and strengthen wellbeing and workload support, the College will support a more inclusive, sustainable and equitable workforce.