



# Gender Pay Gap Report

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31 March 2025

Head of Human Resources

December 2025

## Introduction

This annual report provides information on the Gender Pay Gap at the City of Wolverhampton College for the snapshot date of 31 March 2025.

### What is the Gender Pay Gap?

Gender Pay Gap legislation was introduced in April 2017. Gender Pay Gap legislation requires all employers who employ 250 or more employees to publish their Gender Pay Gap for workers in scope on the 31 March each year.

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, all organisations listed at Schedule 2 in the Regulations are required to report annually.

The Gender Pay Gap analyses the difference between the average earnings of all men and women employees in an organisation, regardless of their role or seniority.

The following information is detailed in the Gender Pay Gap Report:

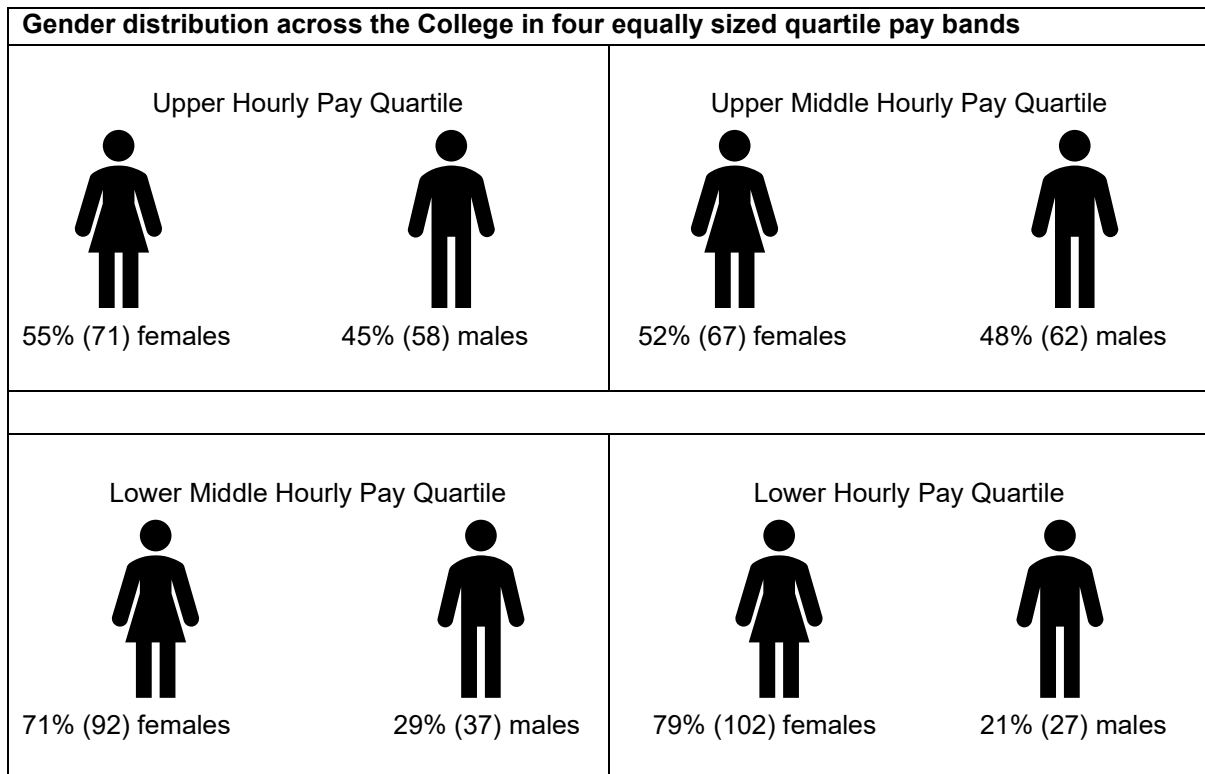
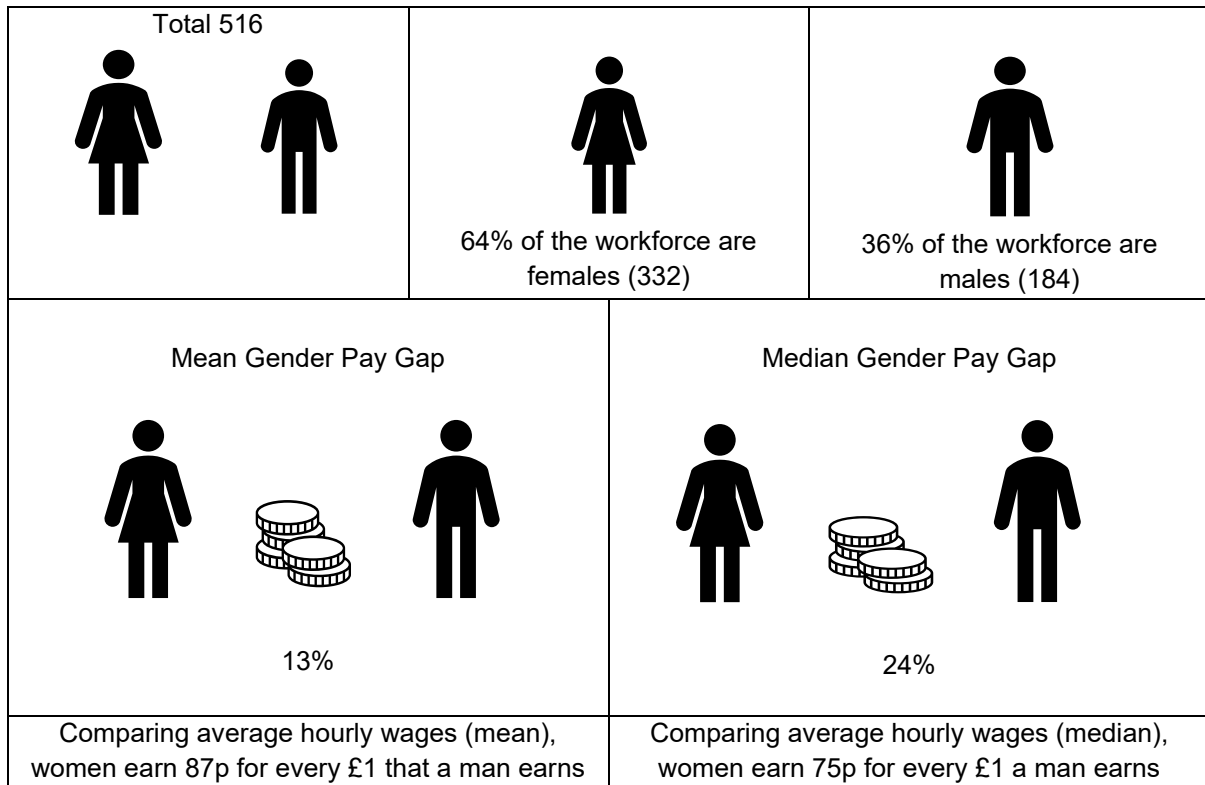
- Mean Gender Pay Gap in hourly pay
- Median Gender Pay Gap in hourly pay
- Proportion of men and women in each pay quartile

Gender Pay should not be confused with Equal Pay, which is about ensuring that men and women undertaking work of an equal value are paid a similar amount for that work.

The Gender Pay Gap does not indicate a pay equity issue or imbalance in the College's pay structure. What the gap does reflect is the current distribution of men and women across the pay quartiles and the fact that there is, in some quartiles, an uneven distribution.

The Gender Pay Gap data has been analysed and the context for the figures have been looked at. In addition to this, we have set out our continued commitment to improve the Gender Pay Gap where it exists.

### City of Wolverhampton College Gender Pay Gap – At a Glance



## Our Gender Pay Gap Explained

The mean Gender Pay Gap is 13% which is slightly below the education section average of 17.2%. The median Gender Pay Gap for the College is 24%, which is a decrease from 27% in 2024, which is above the UK Gender Pay Gap for all employees (12.8%) but continues to be consistent with the education sector average of 26.7%.

The upper hourly pay quartile has males and females who are in Executive, Senior Management and Lecturing Roles. There are a total of 129 employees in this quartile of which 71 (55%) are females, compared to 58 males (45%). There has been a slight decrease in both females and males, in this quartile, compared to 2024, which was 76 (60.8%) and 49 (39.2%) respectively.

The upper middle hourly pay quartile has 129 employees of which 67 (52%) are females and 62 (48%) are males. This quartile has seen an increase in the number of females in this quartile, compared to 2024, which was 58 (46.4%), however the number of males has remained the same when compared to 2024. The job roles range from Lecturing through to Assessor Trainer, Systems Development and Senior Coordinator type roles.

Both the lower middle and lower hourly pay quartiles have the greatest proportion of females, with the majority being in administrative and support roles, of which, most females within these quartiles work on a part time basis.

Of the 129 employees in the lower middle hourly pay quartile, 92 (71%) are female and 37 (21%) are male. There has which is consistent with the numbers reported in 2024 for both females and males.

Of the 129 employees in the lower hourly pay quartile, 102 are (79%) are female and 21 (19.2%) are male. In addition, there are employees within the lower hourly pay quartile who are apprentices and receive the apprenticeship minimum wage.

The mean and the median gender pay gap has been distributed over four equally sized pay quartiles and the gender pay gap for the College in respect of each pay quartile, is detailed below:

#### Upper Hourly Pay Quartile:

	Mean	Median
Male	£27.26	£23.73
Female	£26.74	£23.73
Pay Gap	£0.52	£0.00
Gender Pay Gap	1.94%	No Gap – 0.00%

Note: In respect of the mean data, for every £1 a man earns per hour in this quartile, a woman earns 98p.

#### Upper Middle Hourly Pay Quartile:

	Mean	Median
Male	£21.69	£21.71
Female	£21.46	£21.96
Pay Gap	£0.23	-£0.25
Gender Pay Gap	1.07%	-1.14%

Note: In respect of the mean data, for every £1 a man earns per hour in this quartile, a woman earns 99p.

In respect of the median data, for every £1 a woman earns per hour in this quartile, a man earns 99p.

#### Lower Middle Hourly Pay Quartile:

	Mean	Median
Male	£14.51	£14.44
Female	£14.86	£14.44
Pay Gap	-£0.35	£0.00
Gender Pay Gap	-2.36%	No Gap – 0.00%

Note: In respect of the mean data, for every £1 a woman earns per hour in this quartile, a man earns 98p.

#### Lower Hourly Pay Quartile:

	Mean	Median
Male	£11.59	£11.84
Female	£11.75	£11.84
Pay Gap	-£0.16	£0.00
Gender Pay Gap	-1.36%	No Gap – 0.00%

Note: In respect of the mean data, for every £1 a woman earns in this quartile, a man earns 99p.

## **Bonus Mean Gender Pay Gap Data**

The mean gender pay gap for bonus related activity is 100%, as only one male received bonus pay. Bonuses are only paid in one area of the College and refers to an employee whose terms and conditions include bonus-based sales activity.

## **Actions to close the Gender Pay Gap**

As a college we continue to be committed to diversity and inclusion and to have a workforce that is not just reflective of the community in which we operate, but one that is inclusive and equitable. This commitment continues to be of the key objectives for the strategic area of People Engagement.

The College will continue with its commitment to reduce our gender pay gap each year. Progress has been made from the 2024 Gender Pay Gap Report whereby the mean gender pay gap has reduced by 5% from 18% in 2024 to 13% in 2025 and the median pay gap has reduced by 3% from 27% in 2024 to 24% in 2025.

As part of our continuing commitment to reducing our gender pay gap, the following initiatives will continue to be include:

1. Reviewing and continually improving recruitment practices build gender diversity throughout our talent pipeline.
2. Employing the best person for job and offering competitive rate of pay to attract talent.
3. Promoting the benefits of flexible working arrangements to male staff, which may enable them to fulfil their caring responsibilities, such as shared parental leave and part-time working.
4. Continual development of our retention, progression, and succession planning protocols.
5. Regularly reviewing the gender profile of the workforce for potential in-year interventions.

Louise Fall  
Principal and Chief Executive