

2025 Gender Pay Gap Report

Scope of Report

- The data for this exercise has been taken from the March 2025 payroll which includes the snapshot date of 31 March 2025;
- The data includes all employees who are paid on a substantive or fixed term basis;
- The data includes basic pay and relevant allowances but not overtime pay, redundancy or termination payments, or non-cash benefits such as those paid through salary sacrifice;

Education Training Collective Results

The data used for this exercise has been taken directly from the College's HR/Payroll database and covers the snapshot period of 31 March 2025.

The mean gender pay gap

The mean hourly rate of pay for all male full-pay relevant employees is £18.66

The mean hourly rate of pay for all female full-pay relevant employees is £16.28

The mean gender pay gap therefore equates to 12.77%.

The median gender pay gap

The median hourly rate of pay for all male full-pay relevant employees is £17.58

The median hourly rate of pay for all female full-pay relevant employees is £13.87

The median gender pay gap therefore equates to 21.1%.

The mean bonus gender pay gap

Not applicable

The median bonus gender pay gap

Not applicable

The proportion of males and females receiving a bonus payment

Not applicable

Pay Quartiles by Gender

Band	Males	Females	Description
A	6.9%	93.2%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	34%	66%	Includes all employees whose standard hourly rate places them above the lower quartile but at / below the median
C	39.7%	60.3%	Includes all employees whose standard hourly rate places them above the median but at / below the upper quartile
D	39.7%	60.3%	Includes all employees whose standard hourly rate places them above the upper quartile

Conclusion

The Group's mean gender pay gap is £2.38 per hour (12.77%) and the median gender pay gap is £3.71 per hour (21.10%)

Underlying causes of the gender pay gap

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.

The Education Training Collective is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex or any other protected characteristic.

As such:

- All managers receive annual training in fair external and internal recruitment practice;
- Workforce profile reports are provided to Governors on a regular basis;

The Group is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather one of the drivers impacting upon the gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

The College's gender profile is consistently around 2 female employees to one male and recruitment patterns reinforce these proportions.

An analysis of the workforce has shown that The Group's cleaning staff and Learning Support Assistants are largely comprised of female staff members. They all fall into the lowest salary band, which in turn impacts upon The Group's pay averages.

The Senior Management Team is 50% male and 50% female.

The College will continue to take positive action to address pay imbalances between the genders in terms of its external and internal recruitment practices.

This year we have continued to roll out our recruitment and selection training for recruiting managers, alongside our mandatory equality and diversity training for all staff.