



Agenda item number		Date of meeting:	25 th March 2026
Report to:	Corporation - Part 1		
Report title:	Gender Pay Gap		
Report by:	Executive Director of People and Culture		
Report presented by:	Executive Director of People and Culture		

Purpose of paper:	To present the Gender Pay Report 2026 to the Corporation.
Action required / recommendations:	For information
Executive summary of key points	<p>The paper covers the following key points:</p> <ul style="list-style-type: none"> • Staff Profile 23/24 and 24/25 • Mean Gender Pay Gap Using Hourly Pay • Median Gender Pay Gap Using Hourly Pay • Narrowing the Gender Pay Gap
Potential risk impacts: <ul style="list-style-type: none"> • Reputation • Legal & compliance • Finance • Strategic 	The potential risk for the College is that it could be perceived as less than fully committed to fair pay, promotion and development opportunities.
Appendices and attachments:	
Previously reviewed by and date:	

How does the paper relate to the College's cross-cutting strategic themes:		
Cross cutting themes	Y/N	Justification
Sustainability and the environment	<input type="checkbox"/>	
Happiness and wellbeing	<input checked="" type="checkbox"/>	
Digital transformation	<input type="checkbox"/>	
Equality, diversity and inclusion	<input checked="" type="checkbox"/>	



Gender Pay Gap

1 Introduction

- 1.1 In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, all UK organisations employing 250 people, or more, are required to report on their gender pay gap.
- 1.2 These organisations are required to provide six different gender pay gap calculations at a specified point in time (known as a 'snapshot period'). This report is the gender pay gap report for Oaklands College for the snapshot period of 31st March 2025.

2 Staff Profile

- 2.1 Oaklands College employed a total of 774 staff (excluding agency staff) (828 in 23/24).
- 2.2 515 employees (66.5%) are female, and 259 employees (33.5%) are male.
- 2.3 In 23/24 the split was 64.6% female and 35.4% male.

3 Percentage of Men and Women in Each Hourly Pay Quartile

3.1 Table 1

Quartile	Female 24/25	Female 23/24	Male 24/25	Male 23/24
Lower quartile	72.0%	69.6%	28.0%	30.4%
Lower middle quartile	73.7%	73.4%	26.3%	26.6%
Upper middle quartile	65.3%	60.9%	34.7%	39.1%
Upper quartile	55.2%	54.6%	44.8%	45.4%

4 Mean (Average) Gender Pay Gap Using Hourly Pay

- 4.1 The mean hourly salary for males at the College is £19.79 per hour and the mean hourly salary for females is £18.15 per hour.
- 4.2 The College's mean gender pay gap is therefore **9.0%**, reduced from 9.8%.

5 Median (Middle) Gender Pay Gap Using Hourly Pay

- 5.1 The median hourly salary for males at the College is £18.32 per hour and the median hourly salary for females is £15.80 per hour.
- 5.2 The College's median gender pay gap is therefore 15.9%, increased from 13.3%. This increase is caused by additional male staff being paid above the median average figure.



6 Percentage of Men and Women Receiving Bonuses or Non-Consolidated Pay Award

- 6.1 In the year 2024/25 0.2% of Females received a Bonus vs 0% of Males, compared to 0 in 23/24.
- 6.2 The Mean bonus pay gap reflects a single bonus payment made to one female employee during 24/25. No male employees received a bonus.
- 6.3 The Median Bonus Pay gap is not representative, due to very small number of bonus payments made.

7 Analysis of Results

- 7.1 In terms of the organisations staffing profile, the College continues to employ more female staff compared to male staff. This is an historical demographic with many posts, i.e. Student Support/Learning Support Assistant roles, still attractive to female staff, as they can allow for term time and zero hour working, which can accommodate family commitments.
- 7.2 The pay differential is also affected by the continued higher rate of males in the higher quartiles.
- 7.3 The College's senior leadership team as of 5th April 2025 consisted of 3 females and 2 males.
- 7.4 Further analysis needs to be done on the higher number of females in the lower and lower middle pay quartiles, which would further close the overall gap. This is something that will be reviewed as part of the iTrent Improvement Project, which is still ongoing.

8 Narrowing the Gap

- 8.1 The College's continued long-term goal is to narrow its gender pay gap and it has adopted several strategies to try and achieve this. These include:
 - The College has clear policies in place relating to the promotion of equality, diversity, and inclusion. This continues to be a strategic priority.
 - The College has a flexible working policy and a family friendly policy in place to support those who might have caring responsibilities.
 - The College's Human Resources Department ensures that all recruitment adverts are written free from gender bias language.
 - Sensitive information, such as an applicant's gender is removed from application forms before these are sent to managers for short-listing.
 - The College ensures that recruitment interview panels are diverse.
 - There is an on-going exercise to re-evaluate lower paid staff ensuring their salaries are competitive in the current market. This should impact on future returns and further lessen the pay differential.
 - Review best practice from other organisations on narrowing the gap.



5 Conclusion

- 5.1 The College continues to meet its statutory obligations in respect of gender pay gap reporting and remains committed to promoting equality, diversity and inclusion across its workforce.
- 5.2 While the mean gender pay gap has reduced during this reporting period, the increase in the median gap highlights the ongoing challenge of workforce composition across pay quartiles. The College recognises this and will continue to take targeted action through fair recruitment practices, flexible and family-friendly policies, and ongoing review of pay structures.
- 5.3 Progress in these areas, alongside improved workforce data through the iTrent Improvement Project, will support the College's long-term aim of narrowing the gender pay gap further.