

## Gender pay gap at December 2024

The Gender Pay Gap Information Regulations require all employers with 250 or more employees, on the “snapshot” date, to report their gender pay gap annually.

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female employees received. The mean pay gap is the difference between average earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women.

### What does our data tell us?

#### Median hourly pay gap at Plumpton College

- The median pay gap has reduced from 6.6% in 2023 to 6.22% in 2024. This highlights the College’s continued commitment to achieving equal pay.
- The College position is better than the national average of 7% for all employees, reported in 2024.

#### Mean hourly pay gap at Plumpton College

- The mean pay gap has decreased from 10.1% in 2023 to 9.67% in 2024 demonstrating the average hourly rate difference for men and women is closing.
- This is within the range of previous years returns. The College employs more women than men, with fluctuations between years mainly driven by changes in staff recruitment.

2020	2021	2022	2023	2024	
13.2%	13.4%	8.9%	10.1%	9.67%	Comparing mean average hourly rate of pay
4.9%	5.7%	7.1%	6.6%	6.22%	Comparing median hourly rate of pay
48.6%	51.4%	46.8%	51.2%	71%	Proportion of women in top quarter (highest paid)
62.5%	60.6%	55.0%	59.5%	56%	Proportion of women in upper middle quarter
58.3%	55.7%	51.9%	50.6%	52%	Proportion of women in lower middle quarter
67.1%	66.2%	60.0%	70.2%	54%	Proportion of women in lower quarter (lowest paid)

### So how has the College managed to make positive progress towards closing the gender pay gap?

The College advertises vacant roles on a wide variety of sourcing channels. These include social media, on line advertising, specialist print advertising, headhunting and word of mouth. The College recognises that reaching out to a wide audience provides a greater chance in attracting both men and women to our roles.

The College has a robust skills-based assessment which includes tasks that the candidate would be expected to perform if successful. The final part of any assessment process is a structured interview, ensuring that all candidates are asked the same questions and scored against each answer they provide and our selection panels have a mix of men and women.

A clear grading structure for both our academic and support roles with an associated salary range for each ensure fairness and parity. It's recognised that it is harder for women to negotiate salaries so clear, advertised ranges for each role provides fairness and parity regardless of gender.

An effective and fair appraisal process which supports the college to identify high performing colleagues suitable for promotion opportunities, regardless of gender is undertaken. The College is committed to professional development and offers many management and leadership opportunities. The College's Future Leaders programme aims to develop talent in house and ensures both men and women are provided with equal chance of a place on the programme.

The College strives to improve flexibility where possible through the facilitation of flexible working arrangements. Many staff are on part time arrangements ensuring we don't miss out or lose great talent.

Sarah Jeffers

**HR Director – January 2025**