



SHIPLEY COLLEGE - GENDER PAY GAP REPORT 2025

Gender pay gap (GPG) reporting requires employers with 250 or more employees to publish statutory calculations every year showing the pay gap between male and female employees.

“Gender Pay Gap” is not the same as “Equal Pay”. Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work or work of equal value; whereas the gender pay gap relates to the difference calculated between average earnings, irrespective of their roles in any given sector, and is a way of measuring gender equality in respect of equal access to, and take up of, all types and levels of roles within an organisation. All calculations have been made as at the 31st March 2025. This is in line with Government requirements for Public Sector bodies. For Shingley College, please see the calculations below:

24/25			23/24		
Quartile	Percentage of Men	Percentage of Women	Quartile	Percentage of Men	Percentage of Women
Upper	40.0%	60.0%	Upper	36.0%	64.0%
Upper Middle	21.3%	78.8%	Upper Middle	28.0%	72.0%
Lower Middle	31.3%	68.8%	Lower Middle	36.0%	64.0%
Lower	24.7%	75.3%	Lower	25.0%	76.0%
Mean GPG	Mean Hrly Pay for Men	Mean Hrly Pay for Women	Mean GPG	Mean Hrly Pay for Men	Mean Hrly Pay for Women
7.7%	£17.25	£15.92	6.6%	£16.78	£15.68
Median GPG	Median Hrly Pay for Men	Median Hrly Pay for Women	Median GPG	Median Hrly Pay for Men	Median Hrly Pay for Women
0.3%	£15.31	£15.27	0.1%	£14.89	£14.88
Head Count	94	227	Head Count	94	207

* **Mean** hourly pay = all the hourly rates paid divided by the total paid | **Median** hourly pay = the middle point of the hourly rates listed from lowest to highest

With the latest Gender Pay Gap (GPG) report for the period ending 31st March 2025 - the report has found that 71% (2024: 69%) are female staff. Most of our variable posts (PTLs) are female. PTLs are on a lower rate than proportional rate lecturers. The GPG has slightly increased from last year, partly driven by female resignations and retirements in the Leadership & Management team.

Our Results for 2025

Mean Average	Shipleigh College Mean Gender Pay Gap is:	7.7%
Median Average	Shipleigh College Median Gender Pay Gap is:	0.3%



Definitions:-

Mean: The mean calculation shows the difference between the mean average hourly rate of pay that male and female employees receive. Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the GPG.

Median: The median calculation shows the difference between the median hourly rate of pay that male and female full-pay relevant employees receive. This is a useful calculation as it indicates what the “typical” situation is i.e. in the middle of an organisation, and is not distorted by very large or small pay rates.

How do we compare nationally:-

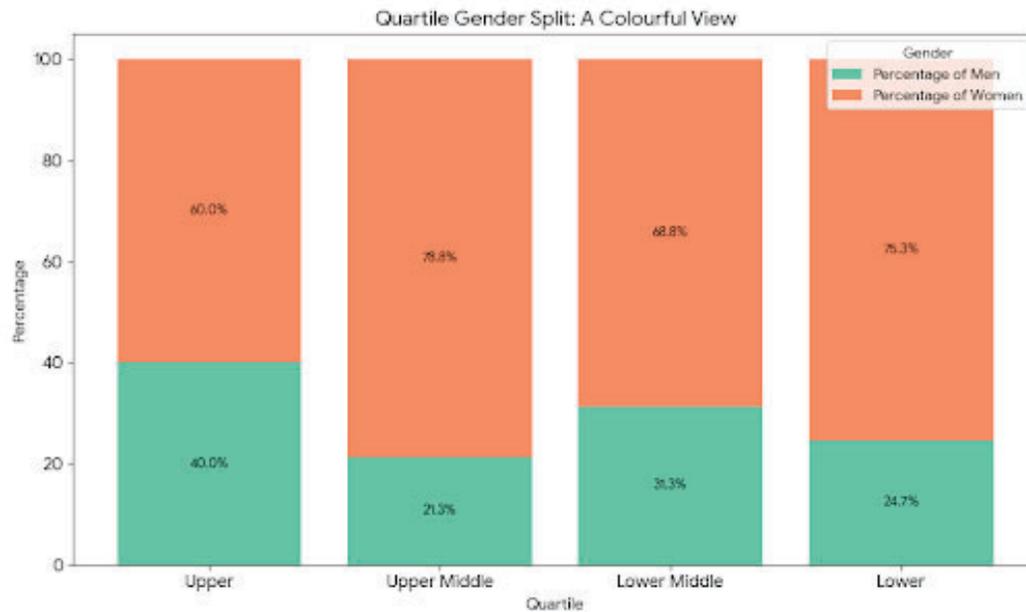
Median:

Compared to the College measurement of 0.3%, the Office Of National Statistics has reported that the gender pay gap for the UK (full time employees only) is substantially higher at 6.9% (April 2025).

By Quartile:-

In line with regulations, employers need to report on the proportion of male and female employees in each of four pay bands, where Lower Quartile represents lowest salaries Upper Quartile represents the highest salaries.

The proportions of males/females in each quartile pay band is as follows:



Gender Split: In all four quartiles, the percentage of females is significantly higher than the percentage of males.

Upper Quartile: The Upper Quartile has the most balanced gender split (40.0% males: 60.0% females).

Largest Disparity: The Upper Middle Quartile shows the largest disparity, with only 21.3% males compared to 78.8% females.

Further breakdown of the Mean and Median within the quartiles reveals a very positive position :-

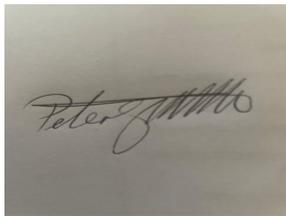
	Lower Quartile	Lower-Middle Quartile	Middle-Upper Quartile	Upper Quartile
Mean Gender Pay Gap	0.00%	1.40%	2.40%	0.50%
Median Gender Pay Gap	0.00%	0.00%	4.70%	0.90%

Context:

Shipley College has a high proportion (71%) of female staff. Over 50% of all roles are part-time which traditionally have been more popular with females than males. Part-time roles exist across the organisation and at a variety of levels, including management posts.

6% of the positions in College fall within the management spine with a female to male gender split of 61% female and 39% male. The Senior Post Holder Team (SPH) is a small group of higher paid individuals (4). As at March 2025, the gender split was 50% male; 50% female for the SPH. The highest paid individual (Principal) at the College is female.

Overall, the mean GPG has increased from last year (ie on average men are being paid a higher hourly rate than women). The fact that 75.3% of staff in the lowest paid quartile are female will affect this.



Signed

Peter Whittle - Chair of Governors

Date: 10.12.25