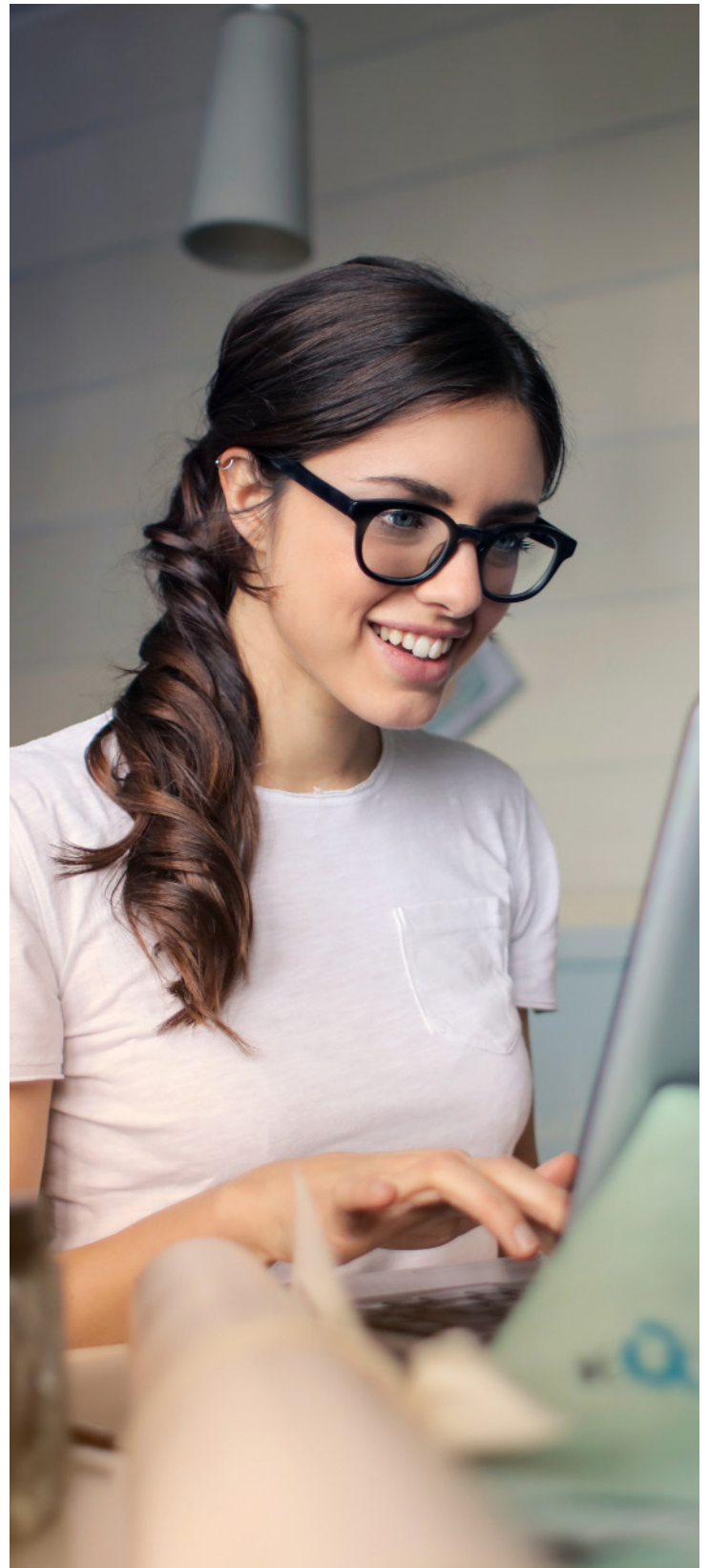
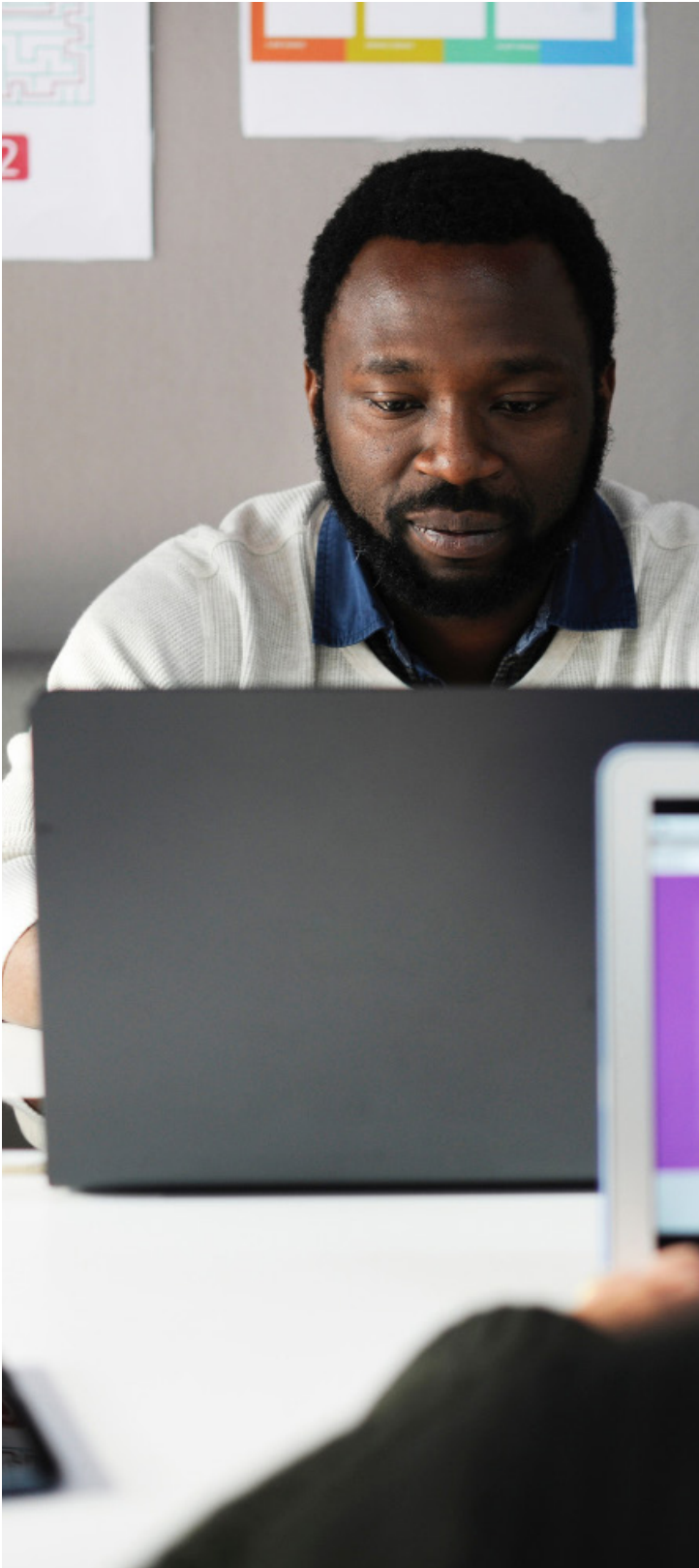


SALFORD CITY COLLEGE GROUP



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STATUTORY GENDER PAY GAP 2025 REPORT

INTRODUCTION

Here at the Salford City College Group, we are committed to improving equality for staff and students and increasing our diversity as an institution. The challenge in our organisation and across the country is to eliminate any gender pay gap.

The College, like all organisations with over 250 staff in England and Wales are, is required to publish 2025 Gender Pay Gap data by 30th March 2025. This report is an important step in understanding the factors influencing our pay gap in more detail and developing on our action plan designed to address them. The College is not viewing this exercise as a matter of compliance but as an important development in our understanding of the barriers to equality within the organisation.

We can use the results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded.

At March 2025 our mean gender pay gap was 5.3% in favour of men and our median gender pay gap was 20.2%. This report sets out the reasons why we have a gender pay gap and our plans to address it.

The data set for the next analysis will be taken as at March 31st 2026 to be analysed and published by March 2027.

With best wishes

KELLY MASON

Director of People

ABOUT SCC GROUP

In March 2025, the College employed 655 full pay relevant employees, of which 429 (66%) were female, and 226 (34%) were male. These staff were engaged in a wide range of activities and are categorised as either support (55%) or teaching staff. 45% of employees work full time, of which 58% are female. 222 employees work part time, term time only or casually, 80% of which are female. 41% of female staff are part time compared to 20% of our male staff.

Teaching staff at the College are broadly paid in accordance with the Conditions of Service Handbook for Staff in Sixth Form Colleges and other staff are broadly paid in accordance with the Sixth Form College Association's terms and conditions for support staff.

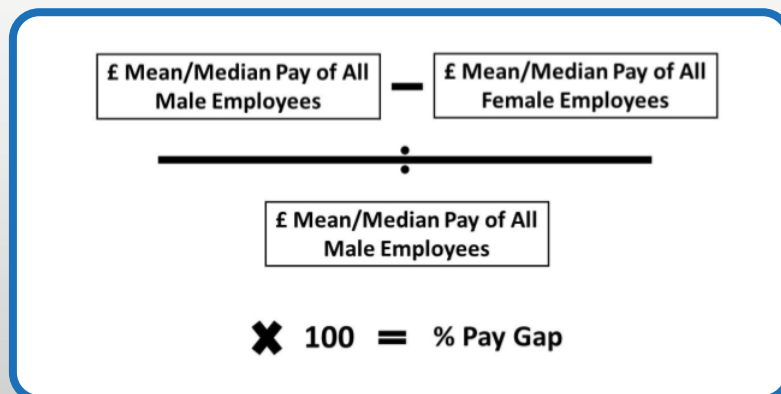
GENDER PAY REPORTING IS DIFFERENT TO EQUAL PAY

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. The College uses robust processes including job evaluation to ensure that we are an equal pay employer.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may a number of issues to deal with, and the individual calculations may help to identify what those issues are.

GENDER PAY CALCULATIONS

The Statutory Pay Gap calculation includes all full-time relevant employees in March 2025, after Salary Sacrifice deductions have been made. The Gender Pay Gap is defined as the difference between the mean and median hourly rate of pay that male and female employees received in March 2025. The Mean Pay Gap is the difference between the average hourly 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.



HEADLINE GENDER PAY GAP FIGURES FOR SCC GROUP

In keeping with the statutory data requirements, we report the following:

1. The Mean Hourly Pay Gap (%) of all Full Pay Relevant Employees = 5.3% in favour of men
2. The Median Hourly Pay Gap (%) of all Full Pay Relevant Employees = 20% in favour of men
3. The Mean Bonus Pay Gap (%) of all Full Pay Relevant Employees = -7% in favour of women
4. The Median Bonus Pay Gap (%) of all Full Pay Relevant Employees = 0%
5. The proportion (%) of women and men who received Bonus Pay = Women 36% and Men 44%
6. The proportion (%) of women and men on 4 equal population quartiles =
 - Upper Quartile = Men 37%, Women 63%
 - Upper Middle Quartile = Men 43%, Women 57%
 - Lower Middle Quartile = Men 34%, Women 66%
 - Lower Quartile = Men 24%, Women 76%

MEAN PAY OF ALL STAFF: £27.54
MEDIAN PAY OF ALL STAFF: £22.08



MEAN PAY FOR MEN

£22.30



MEAN PAY FOR WOMEN

£21.11

5.3% MEAN PAY GAP



MEDIAN PAY FOR MEN

£25.23

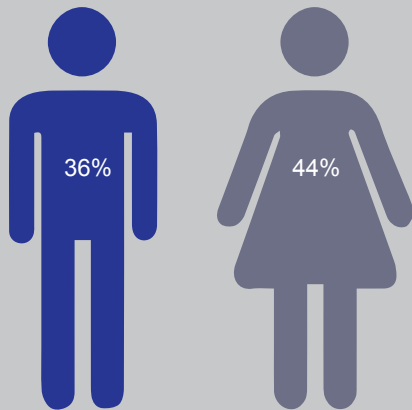


MEDIAN PAY FOR WOMEN

£20.12

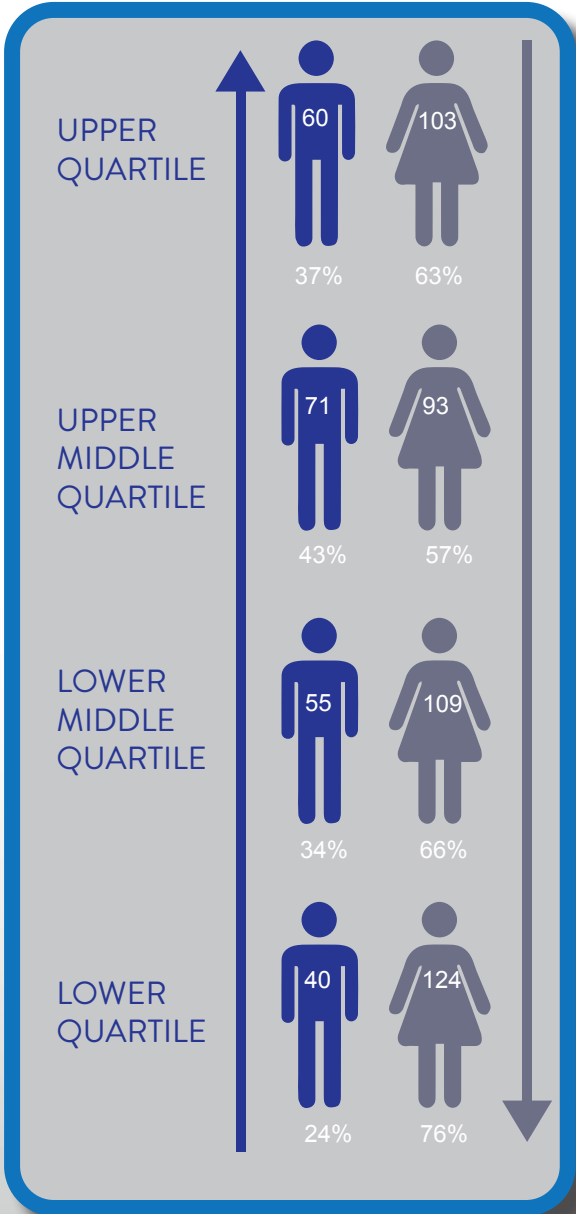
20% MEDIAN PAY GAP

THE PROPORTION (%) OF WOMEN AND MEN WHO RECEIVED BONUS PAY



MEAN
BONUS PAY GAP: 7%

MEDIAN
BONUS PAY GAP: 0%



WHY DO WE HAVE A GENDER PAY GAP?

Why do we have a gender pay gap?

Expanded Narrative Explaining the 20.2% Median vs 5.3% Mean Gender Pay Gap

Our gender pay gap results for the snapshot date of 31 March 2025 show a 20.2% median gender pay gap and a 5.3% mean gender pay gap. Although both figures measure the difference in average hourly earnings between men and women, they tell different stories about how pay sits across our organisation. Understanding the gap between these two measures is essential, and it is strongly shaped by the profile of our workforce — in particular, the types of roles men and women hold, their working patterns, and the overall distribution of staff across pay grades.

Why the median gender pay gap is considerably higher (20.2%)

The median represents the pay of the “middle earner” when all employees are lined up from lowest to highest hourly rate. For us, the median woman and median man fall into very different parts of that distribution, largely due to structural workforce characteristics:

1. Women are concentrated in lower-paid support roles

We employ more women than men overall, and a substantial proportion of those women work in support roles — such as administrative, pastoral, classroom support, and other non-teaching functions. These roles, while essential, typically fall into the lower pay bands within our organisation.

Because of this distribution:

- The midpoint of women’s pay sits lower down the pay scale.
- Men are more represented within higher-paid teaching roles, which positions the male midpoint higher up.
- This directly creates a larger median pay gap because the typical woman and typical man are not in equivalent role types.

2. More women than men work part-time

Part-time work is more common among our female employees. Even though gender pay gap calculations use hourly pay (not annual pay), part-time roles in education tend to be associated with lower-graded roles rather than the higher-paid teaching positions that are mostly full-time.

This means:

- Women working part-time are still clustered in roles at the lower end of the pay structure.
- The increased proportion of women in these lower-band roles further pulls down the median female hourly rate.
- The median measure is very sensitive to this clustering.

3. A “bottom-heavy” pay distribution for women

Because we employ more women overall and because more of those women occupy lower-graded or support positions, the female workforce is weighted towards the lower and middle parts of the pay distribution. This means the woman in the middle of the distribution falls into a significantly lower pay grade than the man in the middle – even if many women elsewhere in the organisation earn competitive or high salaries.

Together, these factors mean the median gap is the figure most visibly affected by occupational segregation, producing the 20.2% result.

Why the mean gender pay gap is much smaller (5.3%)

The mean (average) gender pay gap is calculated by adding all hourly rates together for each gender and dividing by the number of employees. Unlike the median, it takes into account the full spread of salaries, including those at the very top of the organisation.

1. Women are represented at all pay levels – which lifts the average

Although fewer women hold senior or higher-paid teaching roles compared with men, the women who do hold these roles make a powerful impact on the mean. Their salaries help lift the average female hourly rate, narrowing the gap when compared to men.

Even if men disproportionately occupy senior roles, the presence of women in leadership and high-earning teaching posts has a meaningful positive impact on mean earnings.

2. A small number of higher-paid women significantly reduces the mean gap

The mean is influenced by every salary in the dataset – including the highest earners. This means:

- Higher-paid women help pull up the overall average.
- Meanwhile, the median remains unaffected by these outliers, which helps explain why the median remains much larger than the mean.

This is particularly important in workforces where a minority of women work in higher-earning grades: their pay has more impact on the average than on the median.

3. Men are more concentrated in a narrower range of higher-paid roles

While men are more prominent in teaching or specialist roles, their distribution may be more clustered, whereas women span everything from the lowest-paid support roles to leadership roles. This broader distribution – especially women’s presence at the top – narrows the average difference.

Conclusion:

Our median gender pay gap of 20.2% reflects the structure of our workforce. We employ more women than men, and proportionately more women work in lower-graded support roles and in part-time positions. Because these roles sit at the lower end of our pay distribution, the typical (median) woman falls into a lower pay band than the typical man. In contrast, our mean gender pay gap is much smaller at 5.3% because the average reflects all earnings across the organisation, including women who work in higher-paid teaching and leadership positions. These higher salaries help to lift the female average and therefore narrow the mean pay gap, even though women remain overrepresented in lower-paid roles.

PLANS TO ADDRESS THE GENDER PAY GAP

The College is committed to addressing the Gender Pay Gap and will continue to ensure that gender equality is a core part of our Single Equality Scheme. The College's Equality, Diversity & Inclusion Steering group will agree specific actions which may include:

- Continual review of our recruitment processes to ensure that we are addressing gender underrepresentation across the College, and continue offering unconscious bias training.
- Continual review our PDP processes and CPD strategy to support all staff, but look specifically at opportunities for women to progress their careers within the College through talent management and on-going personal development.
- We will continue to encourage flexible working across the College in every role and at every level to ensure that our people have the opportunity to work in a way that works best for their career aspirations, College needs and home life.
- We will undertake an early analysis of our Gender Pay Data as at 31st March 2026, to ensure that this information feeds into our actions for this year as opposed to waiting until the March 2027 deadline for data publishing.

APPENDIX 1: CALCULATING THE GENDER PAY GAP

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 sets out the requirements of the College to annually publish its Gender Pay Gap based on a March snapshot date. This is calculated as follows:

- The pay gap is calculated as a percentage of the difference between the average gross hourly pay of male employees compared to female employees.
- An employee is defined as a person who is employed by the College, is a worker contracted to provide a service, or a self-employed person contracted directly to provide a service. Workers employed through agencies, or self-employed workers paid via a company are excluded from the calculation.
- The Hourly Pay Rate is a calculation which combines the Ordinary Pay and any Bonus Pay received on the relevant census dates. Ordinary Pay itself is a combination of basic pay, allowances, pay for piecework, pay for leave, and shift premium pay.
- Ordinary pay does not include overtime, redundancy/termination payments, payment in lieu of leave, or other remunerations that are not money.
- Gross pay is calculated after the deduction of salary sacrifice payments, but before all other taxes.
- Only staff who are considered “full pay relevant employee” are included in the calculation. Any staff who were not receiving their full hourly pay equivalent because of a reduced payment, such as statutory maternity or sickness pay, are excluded.
- The calculation is based on posts, and not individual people. Where an individual has 2 or more contracts or roles, they are included in the calculation as separate data sets.