



**Croydon College**  
**Gender Pay Gap Report**  
**March 2023**

**Based on snapshot data as at 31 March 2022**

## 1. Introduction

The data is based on a snapshot date of 31 March 2022. It is calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap is the percentage gap in the average (mean) and middle values (median) of salaries of males and females based on standard hourly rates of pay.

Pay quartiles represents the proportion of male and female employees in each of four pay bands:

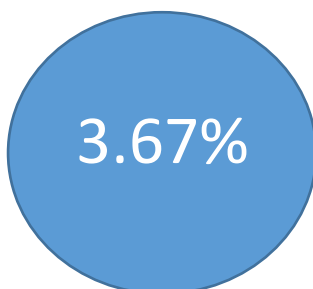
- Lower Quartile
- Lower Middle
- Upper Middle
- Upper Quartile

Last year, the mean gender pay gap was 3.23% and median 7.58%. The College has some stability in the mean gender pay gap to just 3.67%. This is a sustained improvement from a reduction from 5.34% (based on March 2020 snapshot data). The median pay gap has reduced to 6.49% this year.

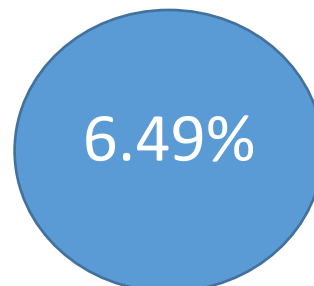
This likely reflects that the sector is female dominated, but highlights a concern that the males that are in the sector have a median higher pay. This is also reflected in the pay upper pay quartile.

## 2. The Data

### Mean Gender Pay Gap



### Median Gender Pay Gap



### Pay Quartiles



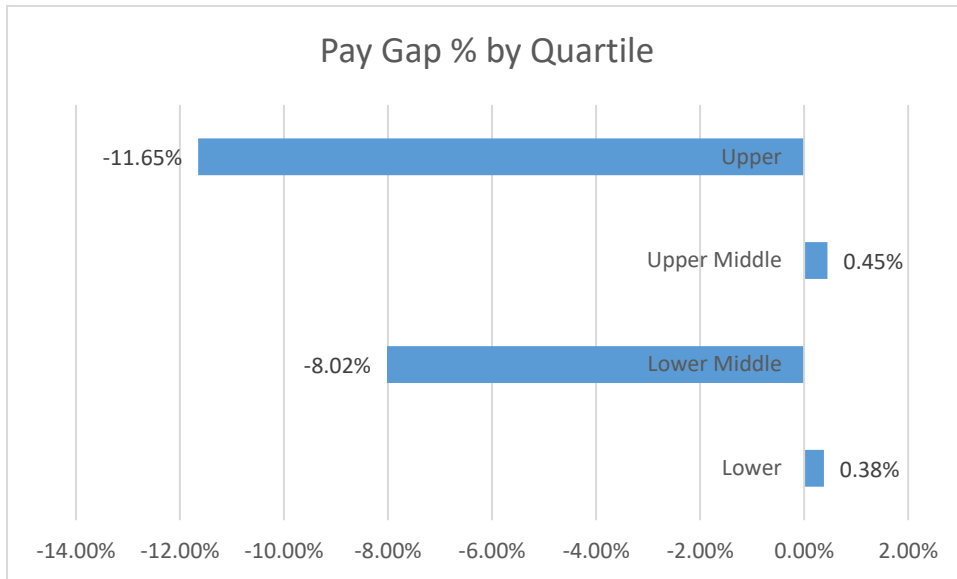
The mean gender pay gap of 3.67% is a positive position for the College, especially when benchmarked to the FE sector.

There is still concern regarding the pay quartiles but we are seeing some progress in this. The lower quartile is still a concern where there is a significant percentage of female workers (76%) in the lowest pay quartile (the same as last year).

The lower middle quartile has an increase in male representation increasing steadily over the last 2 years from 31% in 2020, to 33% in 2021, and now 36% as of March 2022.

The upper middle quartile shows a reduction in female representation down from 77% last year to 60% this year. However, this could be linked to females progressing to the upper pay quartile, where there has been a marked shift from 52% female representation to 62% representation. The College has had a focus on internal development and progression, which is reflected in this statistic and also the reduction in the median pay gap.

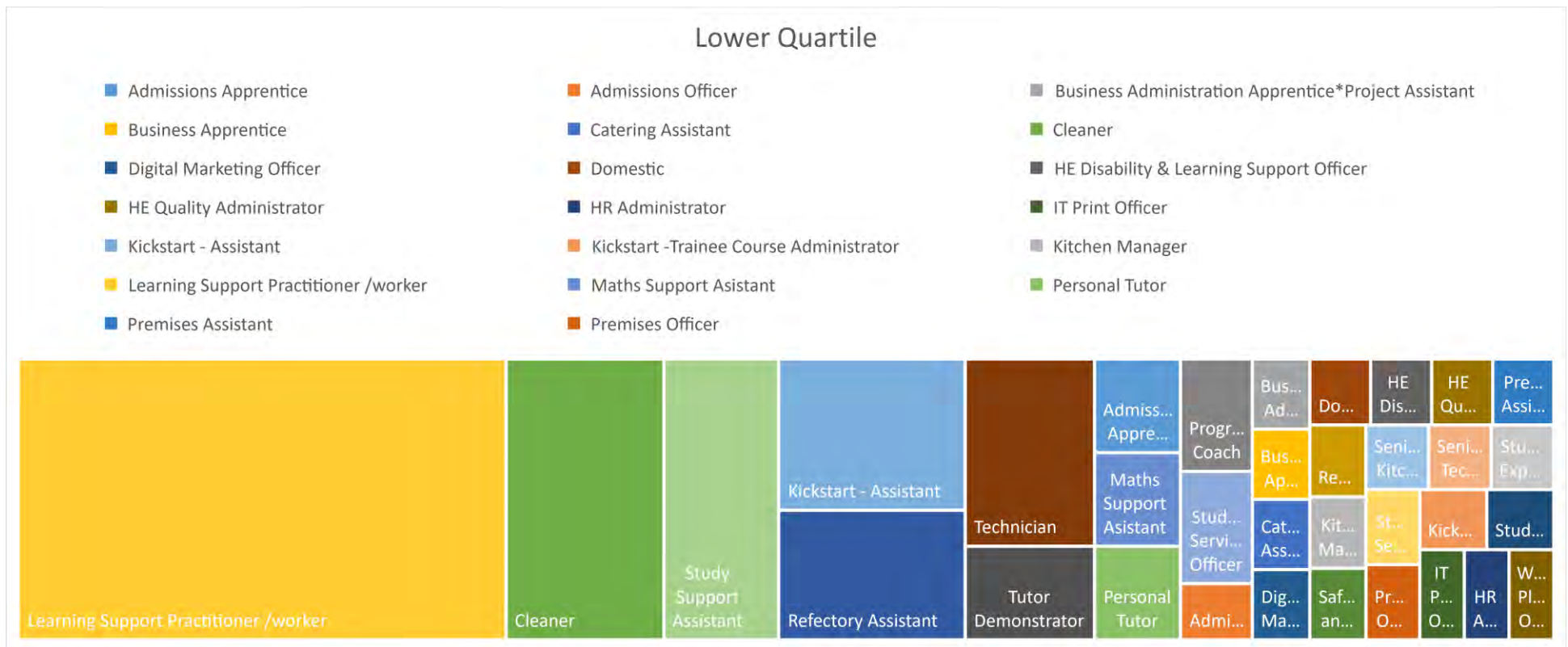
### Pay Gaps by Quartile



All pay quartiles when analysed separately show as positive pay gap in favour of female workers in the lower middle and Upper pay quartiles.



Types of Roles within Pay Quartiles



### Lower Middle

- Admissions Officer
- Apprenticeship Admissions Manager
- Apprenticeship Recruitment Officer
- Assessor
- BSL Communication Support Worker
- Cleaner
- Cleaner Supervisor
- Cleaning and Premises Officer
- Client Care Officer
- Course File Administrator
- Digital Technician
- Enrolment Administrator
- Examination & Assessment Administrator
- Examinations & Assessments Officer
- Exams and Data Support Officer
- Extra Tuition Coordinator
- Finance Assistant (Income)
- Finance Officer
- Funding & Admin Officer
- HE Coordinator

|                         |                     |                          |                                  |                         |                                      |                        |                                  |                                    |                           |                            |                            |                                    |                               |
|-------------------------|---------------------|--------------------------|----------------------------------|-------------------------|--------------------------------------|------------------------|----------------------------------|------------------------------------|---------------------------|----------------------------|----------------------------|------------------------------------|-------------------------------|
| Technician Demonstrator | Lecturer            | Student Services Officer | Admissions Officer               | Finance Officer         | Senior Learning Support Practitioner | Student Support Mentor | Learning Support Practitioner    | Apprenticeship Admissions Manager  | Course File Administrator | Digital Technician         | Enrolment Administrator    | Examinations & Assessments Officer | Cleaning and Premises Officer |
| Cleaner                 | Client Care Officer | Teacher - Coulsdon       | IT Support Officer               | Study Support Assistant | HR Assistant                         | Trainee Teacher        | Exams and Data Support Officer   | Apprenticeship Recruitment Officer | Extra Tuition Coordinator | Pre-security Officer       | Registration & Timekeeping | Junior System Developer            | SEND Tutor & Jo...            |
|                         |                     |                          | Safeguarding & Wellbeing Officer | Subject Librarian       | Examination & Assessment Officer     | Work Placement Officer | BSL Communication Support Worker | Assessor                           | Position Behaviour Men... | HR Advisor                 | HE Coordinator             | Funding & Adm...                   | Teaching Assistant Tutor      |
|                         |                     |                          |                                  |                         |                                      | Technician             | SEND Lecturer                    | Cleaner Supervisor                 | Pre-enrolment Assis...    | Student Experience Officer | MIS & Enrolment Tea...     | Finance Assistant (Inco...)        | Trainee and Asse...           |
|                         |                     |                          |                                  |                         |                                      |                        |                                  |                                    | Pre-enrolment Assis...    | Student Finance Officer    | Student Wellbeing Lead     | UCAS P A                           | Payroll Adm...                |

### Upper Middle

- ALS Coordinator
- Assessor
- Teacher - Coulsdon
- Careers Adviser
- Client Care and Security Manager
- EHCP Coordinator
- Employer Engagement Executive
- Estates and Contract Manager
- Executive Support Assistant
- Lecturer
- HR Advisor
- ILC Supervisor
- ILT Engineer
- IT Helpdesk Supervisor
- IT Network Engineer
- IT Server and Security Engineer
- Learner Progress Systems Manager
- Lecturer
- LRC Coordinator
- Nursing Technician







### Upper

- ALS Manager
- Teacher - Coulsdon
- Assessor
- Assistant Principal
- Curriculum Team Manager
- Data and Funding Manager
- Deputy Head of School
- Director of Governance
- Director of IT & Estates
- Director of MIS
- Director of Student Support Services
- E-Learning Manager
- ESOL Employability Lecturer
- Estates Manager
- Examinations Manager
- Executive Office - Business Manager





### 3. Future Focus

Whilst we're pleased with our low mean gender pay gap of 3.67%, and that our median pay gap had reduced with a 10% shift in female representation in our upper quartiles. However, we know we can strengthen our approach and we will continue to focus on the representation in the upper pay quartiles and the lower pay quartile.

We have already taken steps to focus pay increases for our workers in the lower pay quartiles, and creating developmental pathways as part of our HR strategy. We have set up focus groups with our Learning Support Practitioners Technicians, which are within the lower pay quartiles. Therefore, we expect to see further improvements in our pay gap data for next year.

In addition, we have committed to Investors in Diversity accreditation through the National Centre for Diversity and we are working through our action plan to apply the FREDIE principals, to enhance the culture of equality, diversity and inclusion at the College.