

**Croydon College**  
**Gender Pay Gap Report**  
**March 2024**

**Based on snapshot data as at 31 March 2023**

## 1. Introduction

The data is based on a snapshot date of 31 March 2023. 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:

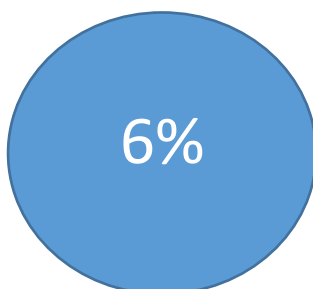
- Lower Quartile
- Lower Middle
- Upper Middle
- Upper Quartile

Last year, the mean gender pay gap was 3.67%, which has increased to 6% for this report. The median pay gap has also increased from 6.49% to 10%

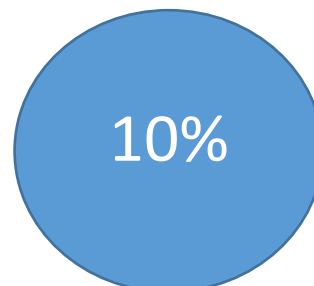
This likely reflects that the sector is female dominated, but highlights a concern that the males that are in the sector have a median higher pay. This is also reflected in the pay upper pay quartile.

## 2. The Data

### Mean Gender Pay Gap



### Median Gender Pay Gap

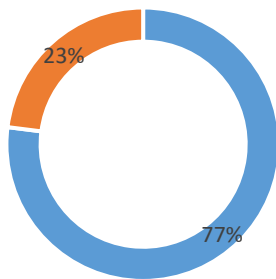


**Pay Quartiles – Last Report (March 2022)**



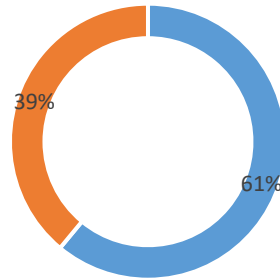
### Pay Quartiles – March 2023

Lower - March 2023



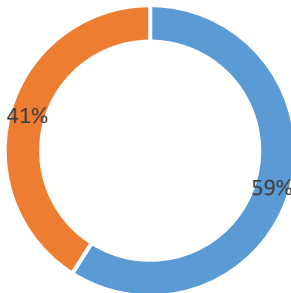
■ Female ■ Male

Lower Middle - March 2023



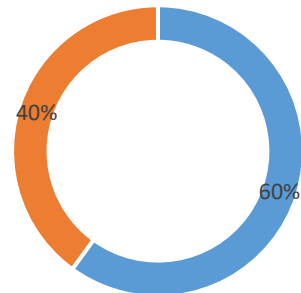
■ Female ■ Male

Upper Middle - March 2023



■ Female ■ Male

Upper - March 2023



■ Female ■ Male

The mean gender pay gap of 6% is still a positive position for the College, especially when benchmarked to the sector, which is reported around 10%. However, it is still concerning given the increase from just under 4% last reporting period.

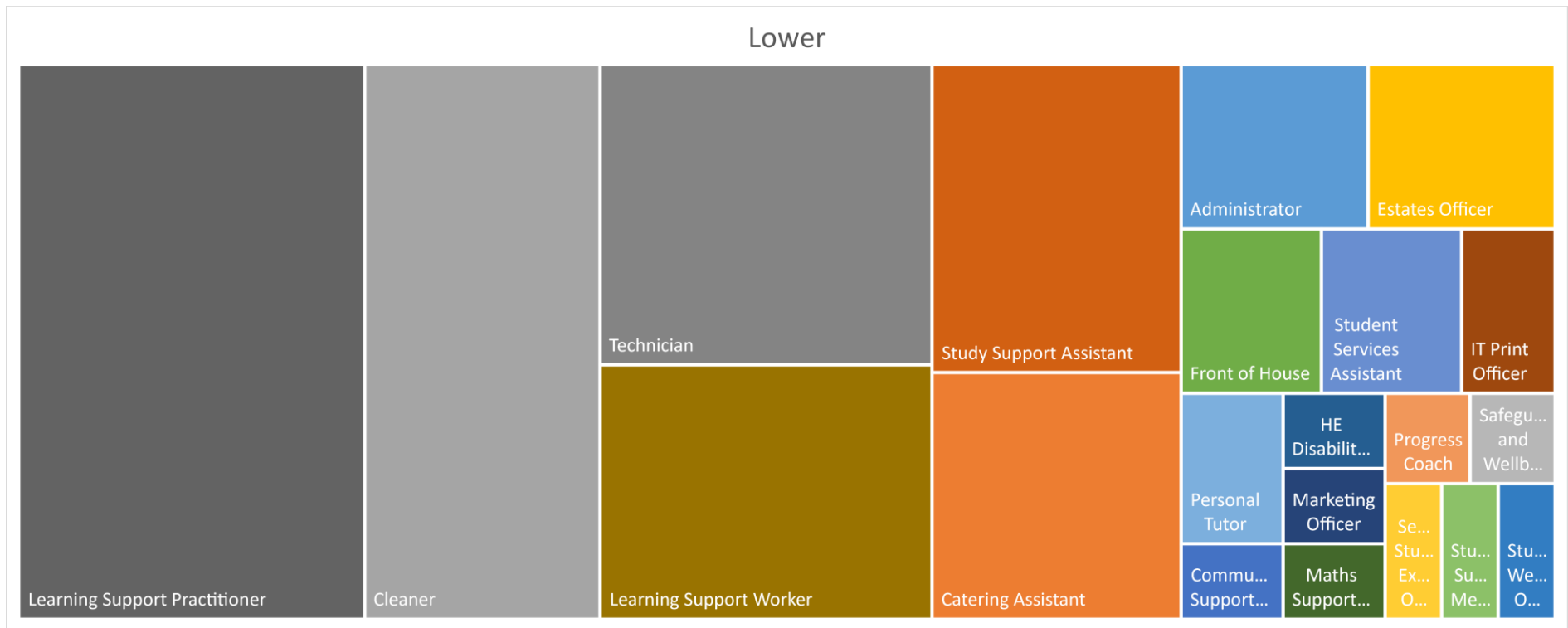
The comparative pay quartiles have not shifted significantly from last year, with the most notable shift at 2% reduction in female representation in the Upper pay quartile.

From the snapshot data, the overall College gender split is 65% female and 35% male. Therefore, whilst the staff composition is predominately female, there are proportionately more males in the Upper Middle (41%) and Upper pay quartiles (40%).

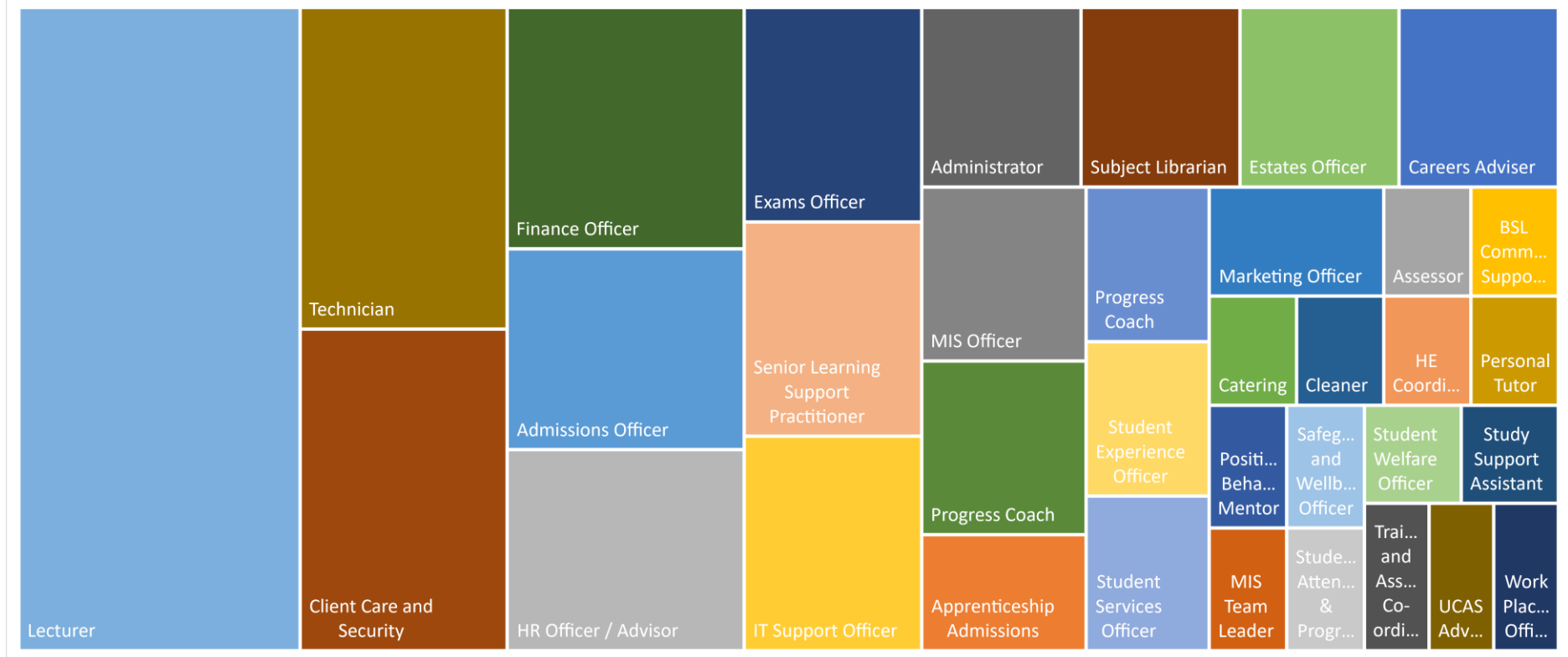
Just the 2% shift in the Upper pay quartile, given the higher salaries seems to have impacted the overall gender pay gap. This may have been impacted by the recruitment and retention issues in the sector, which we will look into further.

Males are significantly under-represented in the Lower pay quartile, which significantly impacts the overall College mean and median data. Looking at the types of roles in the tables below, there is a significant number of traditional female-orientated roles in the lower pay quartiles, such as cleaning / catering and Learning Support Practitioner roles.

Types of Roles within Pay Quartiles



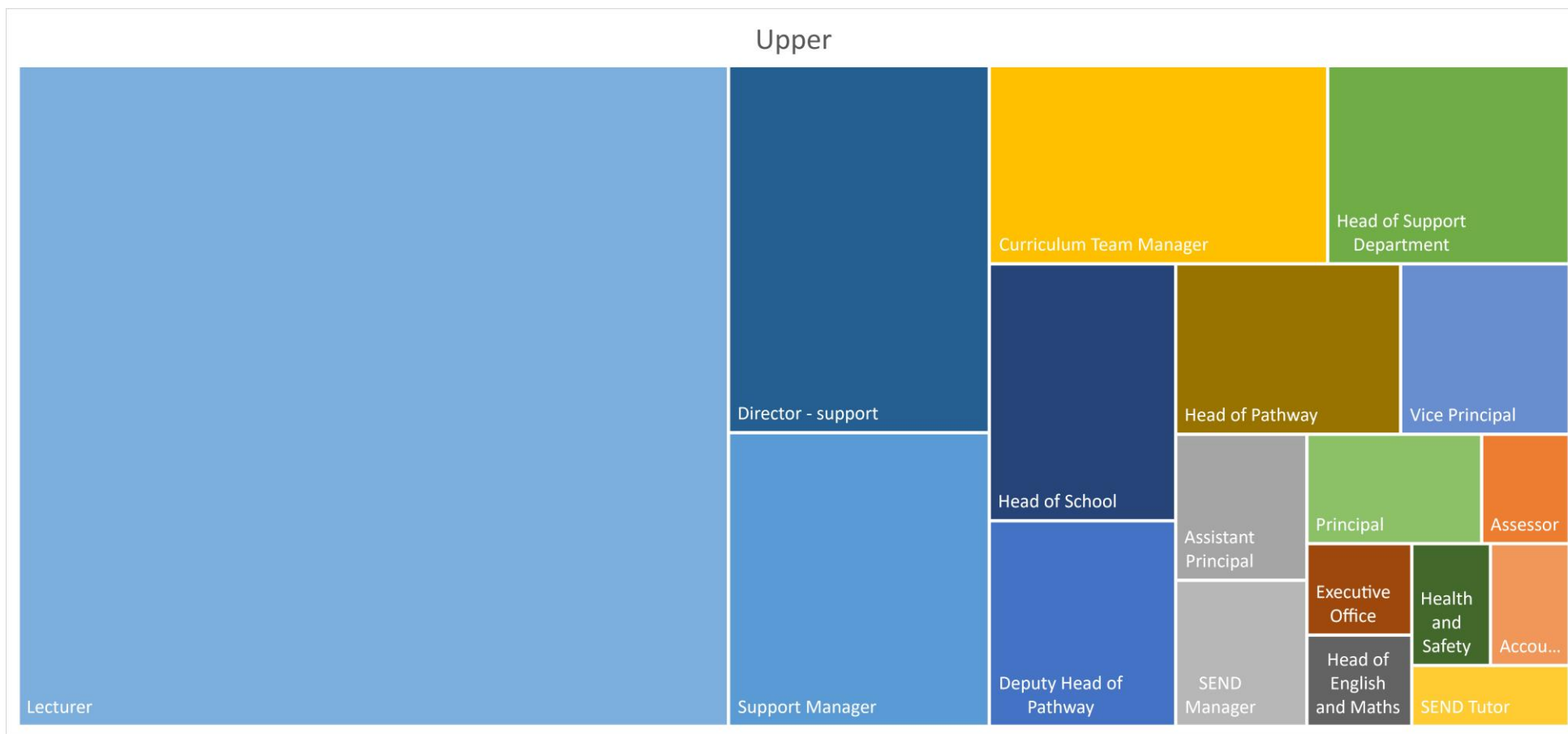
### Lower Middle



Upper Middle







### 3. Future Focus

Following this report, we will continue to focus on the representation in the upper pay quartiles and the lower pay quartile.

Some actions going forward are:

- Review wording in adverts and job descriptions for roles in the lower pay quartile to check for any gendered language.
- Work with Marketing to get some imagery /testimonials of current male employees who work in roles that are more traditionally female, especially in the Lower pay quartile.
- Use a balance of gender imagery in Social Media advertising.
- Ensure recruiting managers have undertaken EDI module prior to undertaking interview / selection processes.
- Share pay gap reports at SMT meetings so that recruiting managers are aware of the current pay gap priority areas.

In addition, we have been successful in our Investors in Diversity accreditation through the National Centre for Diversity and we will be highlighting this in many ways, including recruitment and selection.