

Croydon College
Gender Pay Gap Report
March 2025

Based on snapshot data as at 31 March 2024

1. Introduction

The data is based on a snapshot date of 31 March 2024. 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.

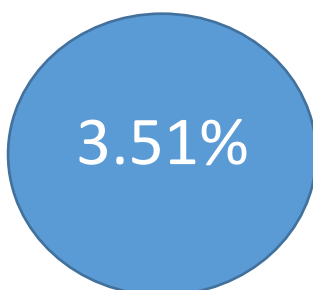
Pay quartiles represents the proportion of male and female employees in each of four pay bands:

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

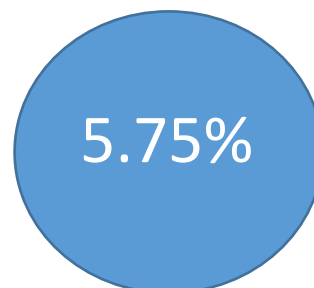
Last year, the mean gender pay gap was 6% which has decreased to 3.51% for this report. The median pay gap has also reduced from 10% to 5.75%.

2. The Data

Mean Gender Pay Gap



Median Gender Pay Gap



Pay Quartiles – Last Report (March 2023)

- Lower – 23% Male, 77% Female
- Lower Middle – 39% Male, 61% Female
- Upper Middle – 41% Male, 59% Female
- Upper – 40% Male, 60% Female

Pay Quartiles – March 2024



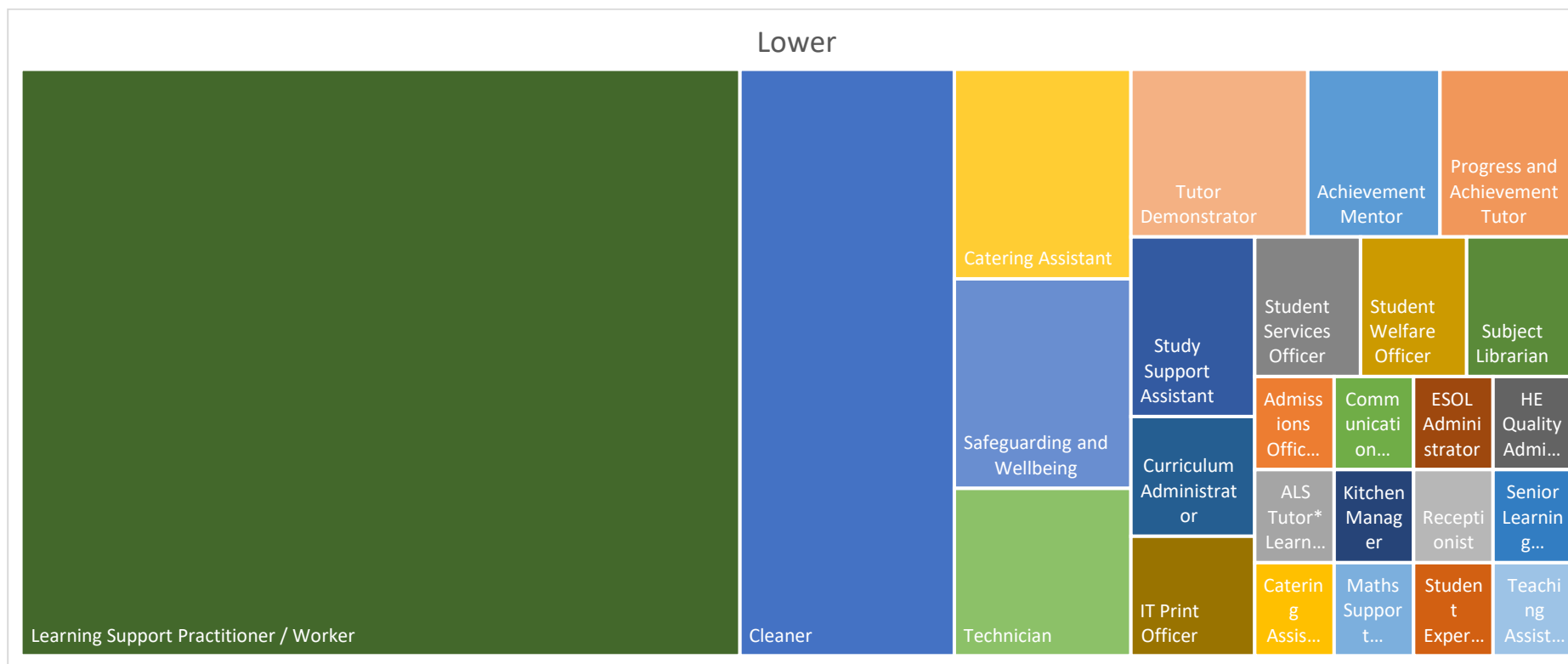
The mean gender pay gap of 3.51% is a positive position for the College, especially when benchmarked to the sector, which is reported around 10%.

The comparative pay quartiles, compared to last year, have shifted most significantly in the Lower middle with representation from males increasing by 7% (from 39% to 46%), and the upper middle Male representation shifting by 7% (41% to 48%). The Upper quartile has increased female representation, with a 5% increase in female representation (from 60% to 65%).

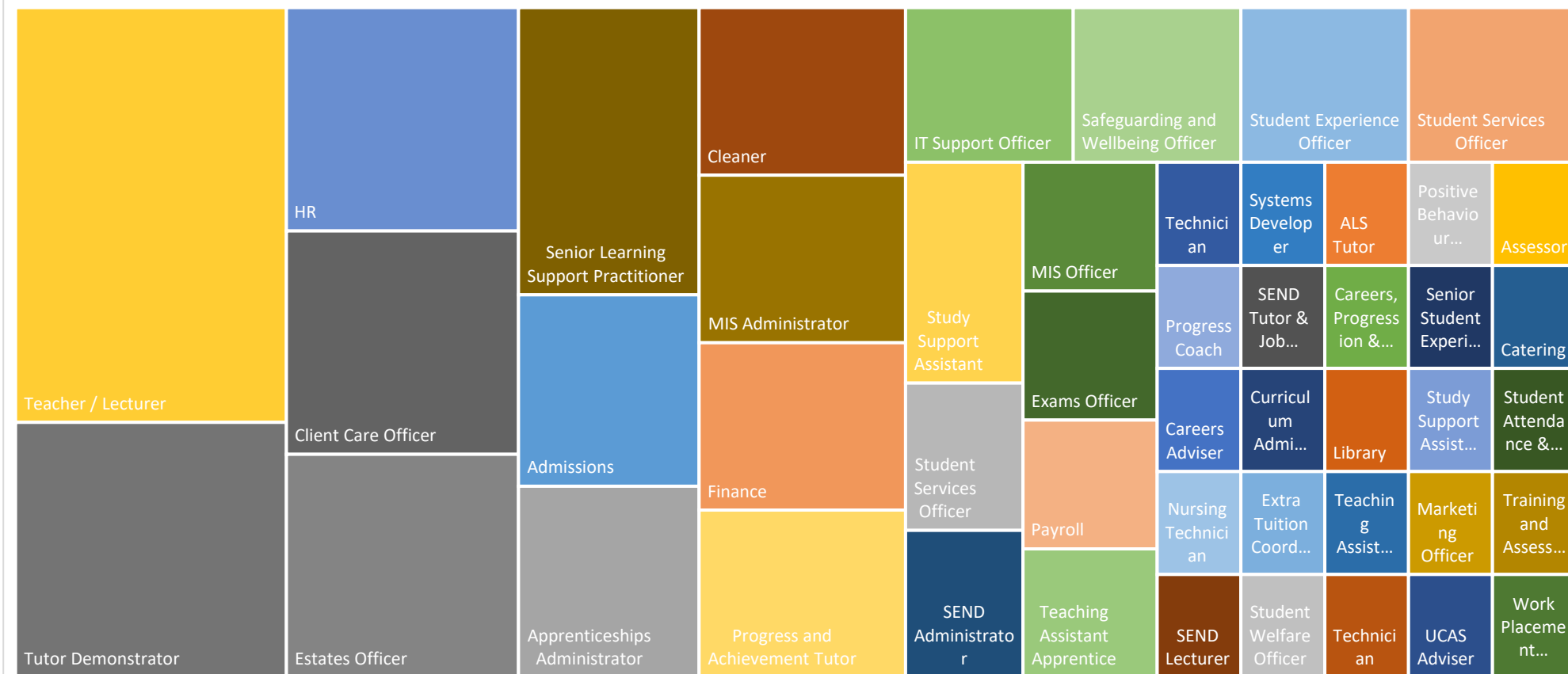
From the snapshot data last year, the overall College gender split was 65% female and 35% male. This has shifted by just 1% increase in male representation to 36% and females at 64%. This shift in the upper pay quartile is therefore reflective of our staff base, and is likely attributable to the reduction in the mean and median gender pay gap this year.

Males are significantly under-represented in the Lower pay quartile, but the representation in the lower middle quartile has increased. Looking at the types of roles in the Lower Middle quartile, we have been successful in recruiting males to some cleaning roles, Finance, Technicians and HR. There is a significant number of traditional female-orientated roles in the lower pay quartiles, such as cleaning / catering and Learning Support Practitioner roles. In terms of Learning Support roles, however we have been successful in recruiting male staff to some of these vacancies, with male representation in these roles at 25%.

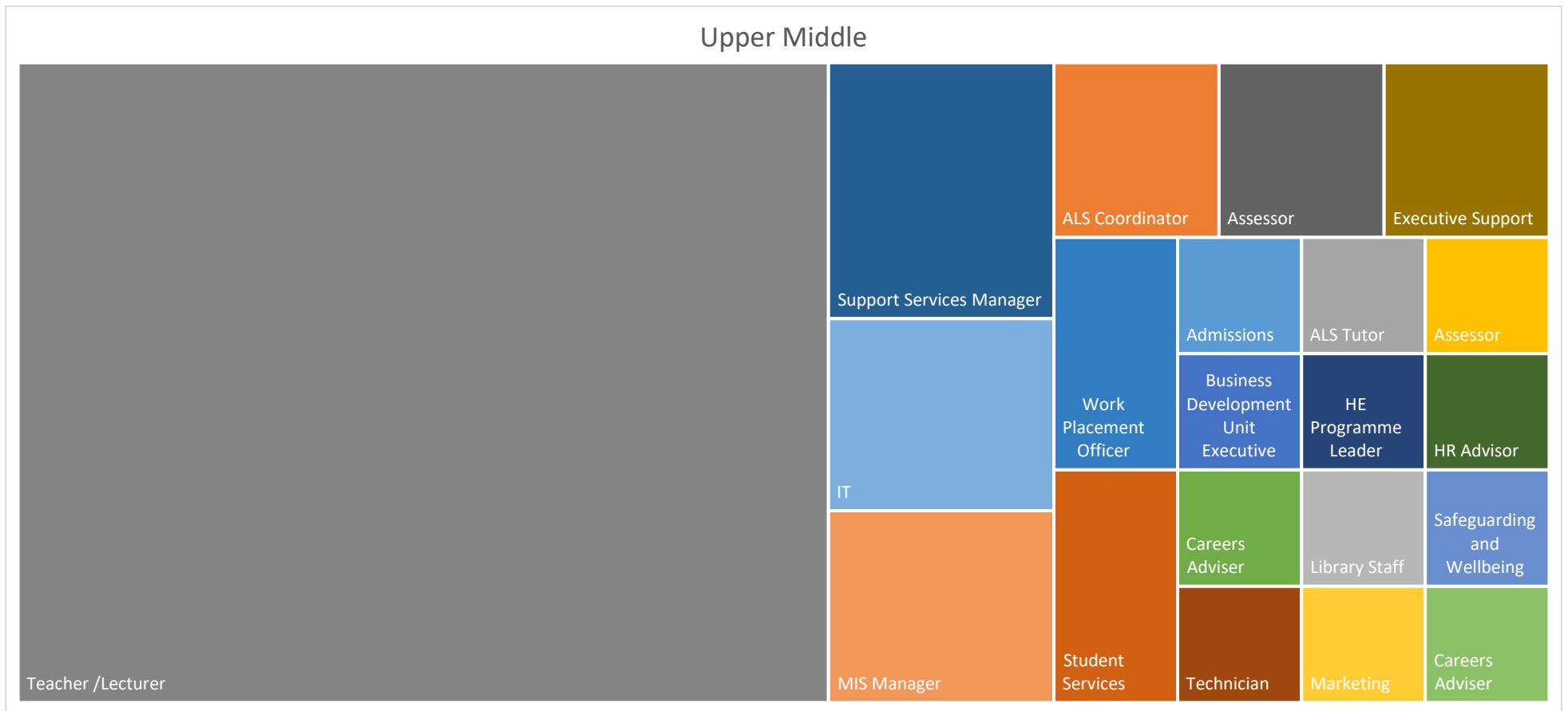
Types of Roles within Pay Quartiles

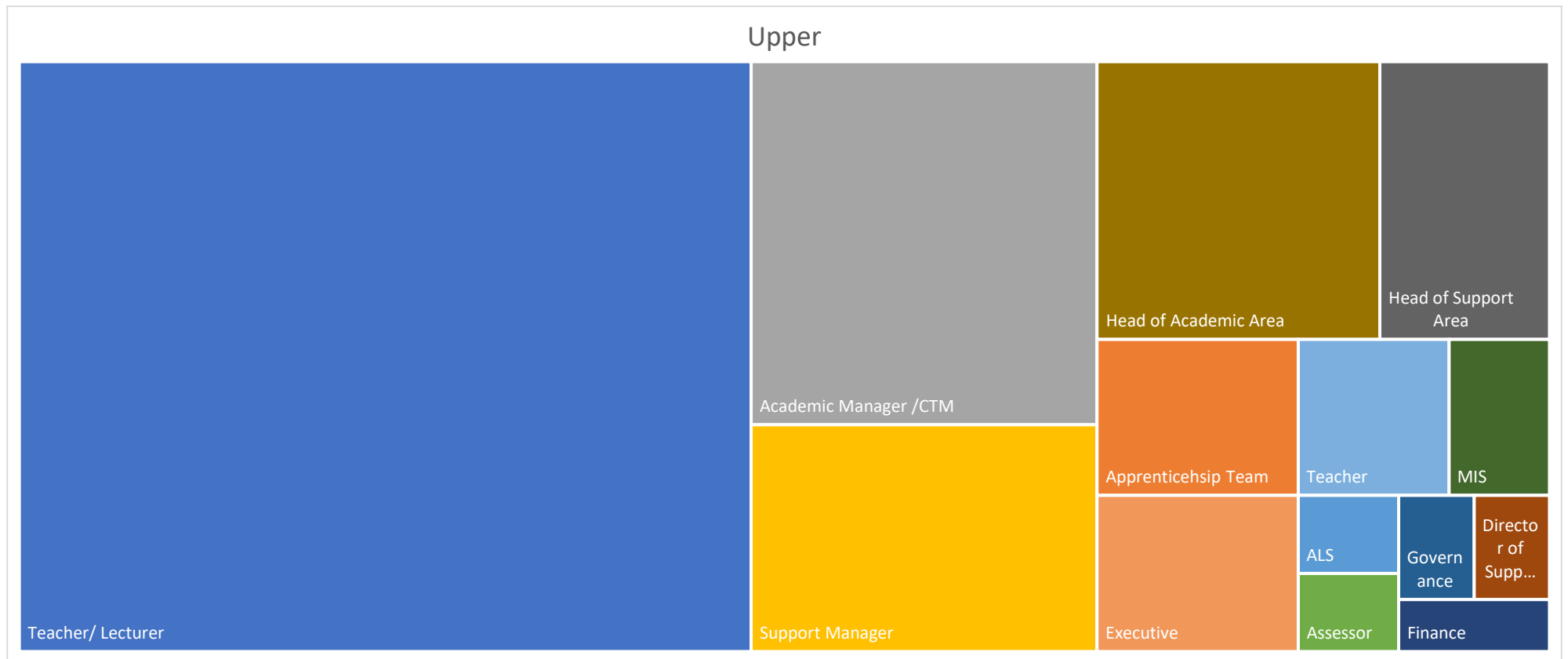


Lower Middle



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.