

Croydon College
Gender Pay Gap Report
March 2025

Based on snapshot data as at 31 March 2025

1. Introduction

The data is based on a snapshot date of 31 March 2025. 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

The mean gender pay gap for this report is 9.18%. The median pay gap is 11.4%

2. The Data

Mean Gender Pay Gap



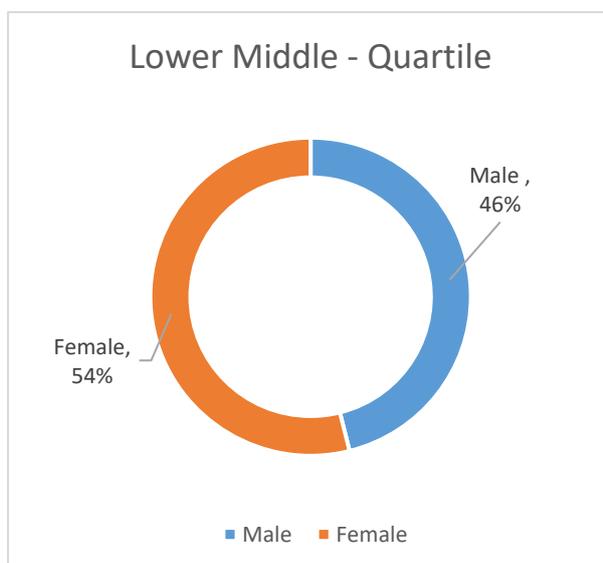
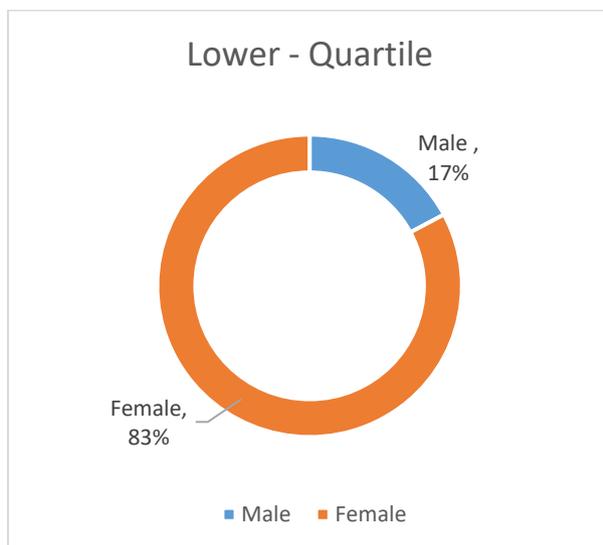
Median Gender Pay Gap



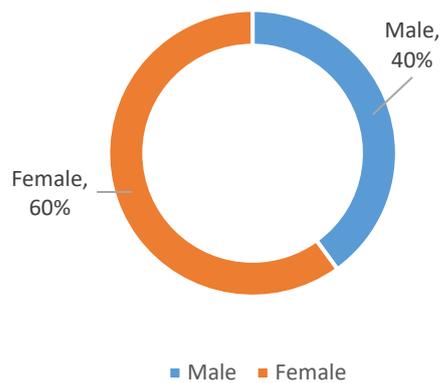
Pay Quartiles – Last Report (March 2024) Snapshot

- Lower – 19% Male, 81% Female
- Lower Middle – 46% Male, 54% Female
- Upper Middle – 48% Male, 52% Female
- Upper – 35% Male, 65% Female

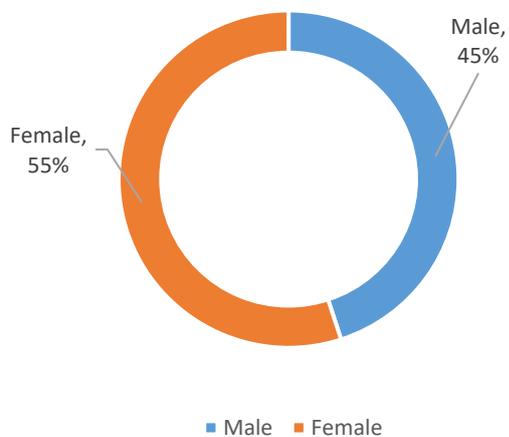
Pay Quartiles – March 2025



Upper Middle - Quartile



Upper - Quartile

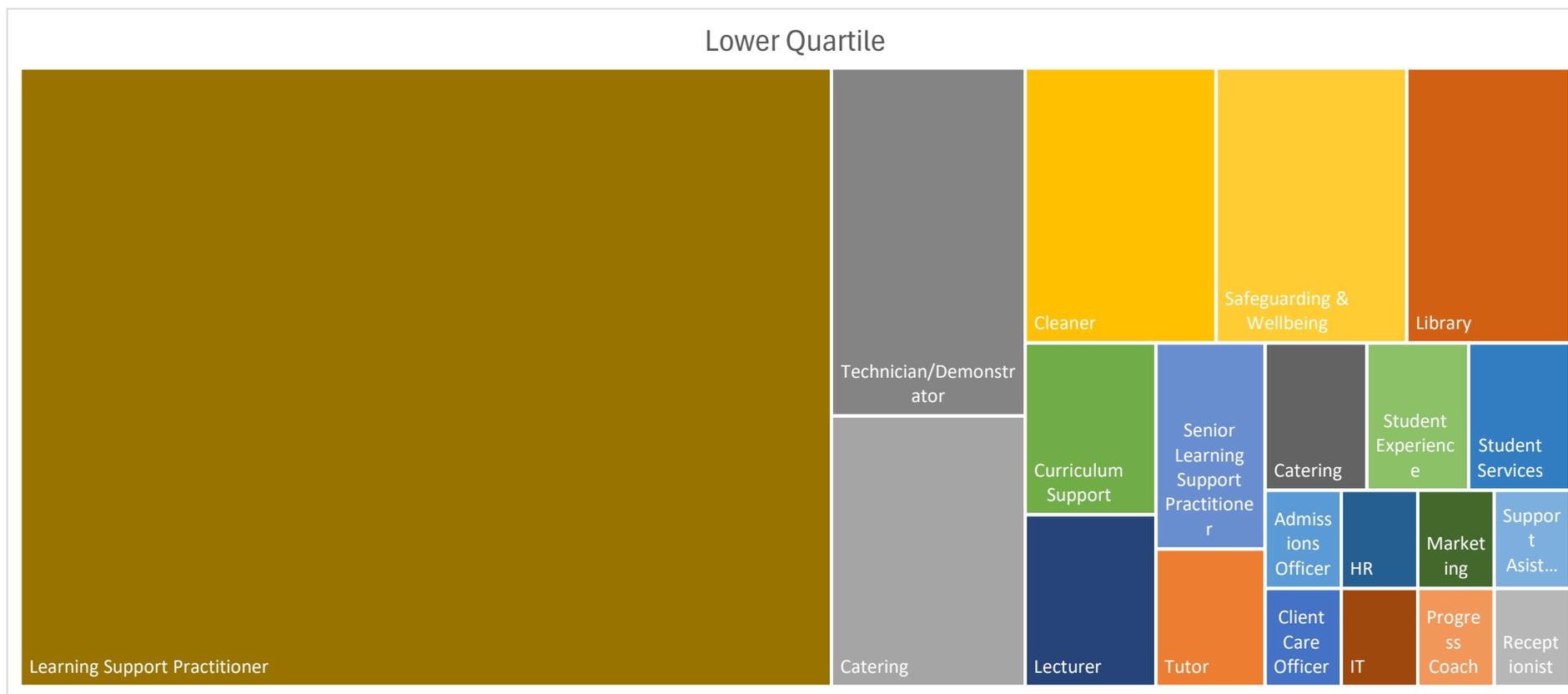


The mean gender pay gap of 9.18% is an increase from previous reports. Benchmarks from the sector are reported around 10%, with median rates between 10-15%.

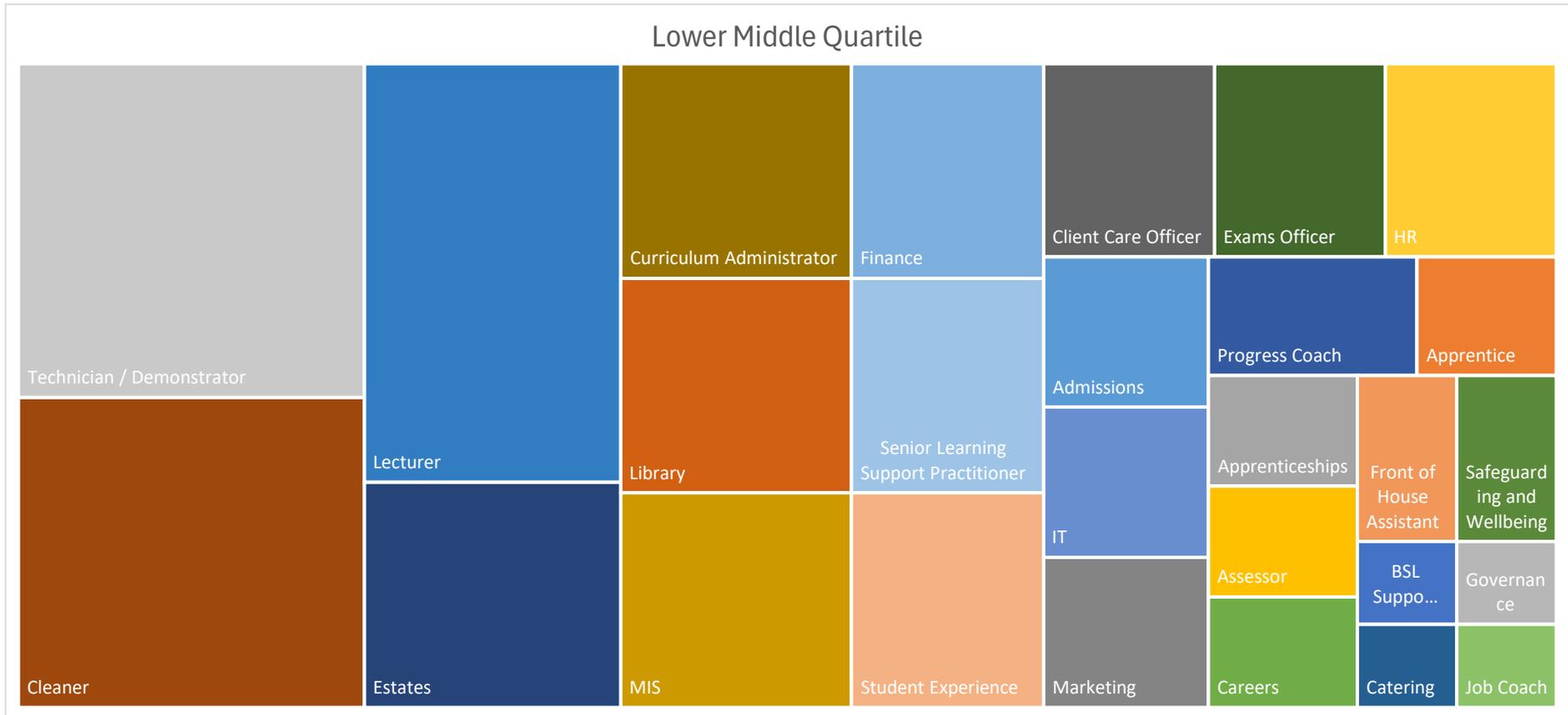
The comparative pay quartiles, compared to last year, have shifted most significantly in the Upper pay quartile with a 10% shift in Male representation from 35% to 45%. This shift will be impacting the overall mean and median pay gap values.

Males are significantly under-represented in the Lower pay quartile, and only represent 17% of our lower quartile pay group. This is a reduction of 2% from last year. There is a significant number of historically female-orientated roles in the lower pay quartiles, such as cleaning / catering and Learning Support Practitioner roles. In terms of Learning Support roles, it seems that male representation has reduced from 25% last year to 21% this year. Our overall gender profile for the College is 34% male and 66% female. The middle pay quartiles are more in line with this, but the lower and upper quartiles are not consistent with this. The median pay data also demonstrates that whilst male representation overall in the College is lower, males are likely to be in higher paid roles.

Types of Roles within Pay Quartiles



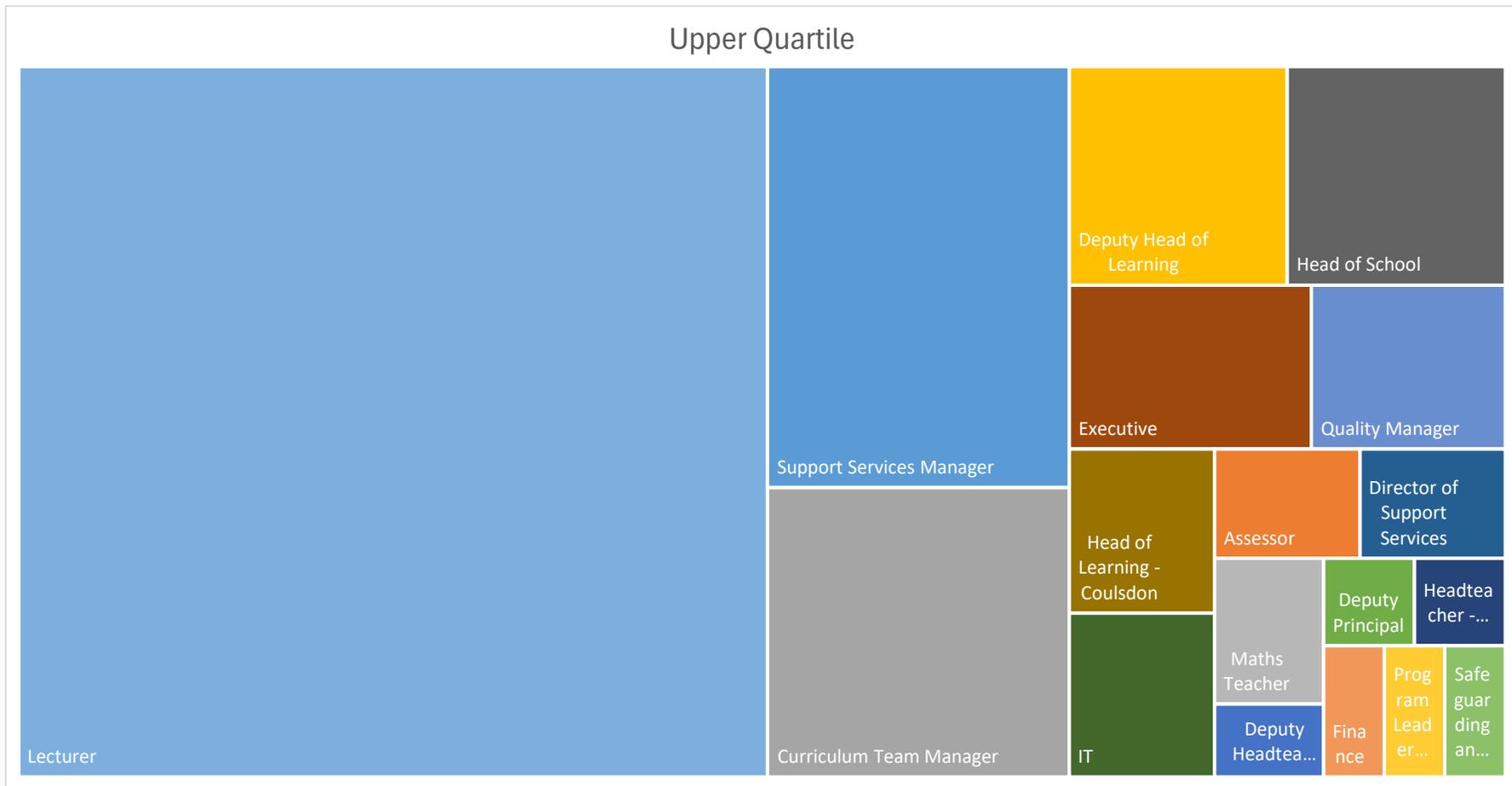
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



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:

- Get external support to 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.
- Develop a FREDIE intranet page and share pay gap reports meetings so that recruiting managers are aware of the current pay gap priority areas.
- Continue with plans for staff development and succession planning to support staff to progress internally.