

Meeting	Board	Agenda Item: 10
Date of meeting:	14 th October 2026	
Report by:	Stephanie Kemp, Senior People Services Business Partner Presented by James Woodthorpe, Director (People & Culture)	
Title:	Gender Pay Gap – Nottingham College	
Action required by governors:	The Board is asked to approve the statement for publication at the end of the report as recommended by F&A Committee.	
Executive Summary:	<p>The College is legally obliged to publish the pay gap figures for the year ending 31 March 2026 by the 30 March 2027.</p> <ul style="list-style-type: none"> • The mean gender pay gap was 5.75%. • The median gender pay gap was 7.79%. • The mean bonus gender pay was 16.09% • The median bonus gender pay gap was 8.14% • The proportion of men receiving a bonus was 91.96% and females was 92.42% <p>There have been small decreases to the median gender pay gap of 0.20% to 7.79% from the last report, and a small decrease to the mean gender pay gap of 0.33% to 5.75%.</p> <p>The quartile split analysis shows a broadly balanced position across the organisation, with minimal gender pay differences in the lower pay quartile and only small gaps across the middle quartiles. In Q1, male and female hourly rates are virtually identical, while Q2 and Q3 show modest pay advantages for men of 1.82% and 1.33% respectively on a mean basis. In the highest pay quartile (Q4), the position reverses, with women earning slightly more than men, resulting in a mean gender pay gap of -1.24%. Overall, the data indicates that hourly pay rates are largely equitable across pay quartiles, with no significant gender-related disparities and a balanced distribution of pay at the upper end.</p>	
Relation to strategic priorities:	<p>Strategic Priority 5 – Promote the wellbeing of our staff with a person-centred approach to high quality personal and professional development</p> <p>This report demonstrates that we understand and are taking action to reduce the gender pay gap and ensure our staff are fairly paid which contributes to overall wellbeing.</p> <p>Strategic Priority 6 – Champion a values-based, performance-enabling culture built on trust, inclusivity and organisational pride</p>	

	The gender pay gap data enables us to have a more informed approach to an inclusive approach to pay.
Link to the Strategic Risk Register:	<p>Strategic risk 6 – Unable to maintain and build staffing capacity and capability.</p> <p>Publicly reporting on and putting into place actions to support managing down the gender pay gap.</p> <p>Strategic risk 12 - Not creating a positive compliance culture.</p> <p>The data in this report will be submitted in line with legislative requirements.</p>
Implications for students:	A stable, healthy, well supported, fairly paid and well-trained workforce supports our students in their learning, development and progression.
Financial implications:	No direct financial implications
Confidentiality:	Confidential

1. Purpose

The purpose of this report is to advise the Board of the findings resulting from the Gender Pay Gap analysis. The College is legally obliged to publish the pay gap figures for the year ending 31 March 2026 by the 30 March 2027.

2. Background

2.1 The Equality Act (Gender Pay Gap Information) Regulations 2017 requires organisations with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees for the preceding 12-month period.

2.2 It is important to note that gender pay gap reporting is not the same as an equal pay audit rather it reflects the roles that men and women are employed in and their density across the workforce. Equal pay is the legal right of men and women to be paid at the same rate for like work, work rated as equivalent, and work of equal value Gender pay gap analysis compares the average earnings (mean and median) of all women and all men across the College's workforce. A negative percentage indicates that the average pay for women is higher than for men. A positive percentage indicates that the average pay for men is higher than for women.

2.3 This report outlines Nottingham College's gender pay gap at the snapshot date of 31 March 2026. Nottingham College Services did not have 250 employees on 31 March 2026 and whilst no report is legally required for this organisation, we are committed to producing a report.

2.4 The following information is required to fulfil the duties placed on public sector organisations to report on the gender pay gap:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females divided into four groups ordered from lowest to highest pay

2.5 The College is required to publish the data on its own website and the Government website by 30 March 2027 based on the calculation date of 31 March 2026. The figures have to be calculated using the standard methodologies set out in the Equality Act (Gender Pay Gap Information) Regulations 2017.

3. Nottingham College Gender Pay Gap results at 31 March 2026

- The mean gender pay gap was 5.75%.
- The median gender pay gap was 7.79%.
- The mean bonus gender pay was 16.09%
- The median bonus gender pay gap was 8.14%
- The proportion of men receiving a bonus was 91.26% and females was 92.42%

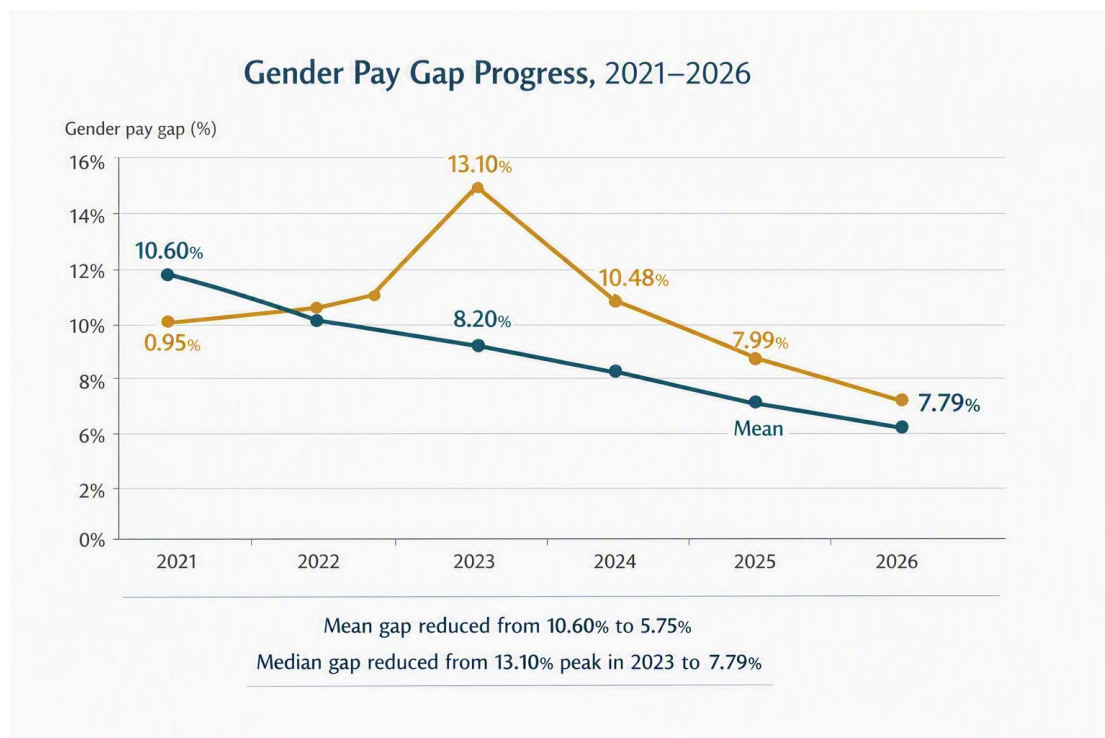
Pay Quartiles			
Quartile	Males	Females	Description
1 (lowest)	30%	70%	Includes all employees whose standard hourly rate places them at or below the lower quartile
2	31%	69%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
3	37%	63%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
4 (highest)	44%	56%	Includes all employees whose standard hourly rate places them above the upper quartile

Table 1: Percentage of males and females by pay quartile at Nottingham College as at 31st March 2026

4. Gender Pay Gap

- 4.1. The majority of organisations report having a gender pay gap. In terms of the college, our analysis shows a mean gap of 5.75%, this is 0.33% lower than the last reporting period (6.08%). The median gender pay has also decreased, by 0.20% from 7.99% to 7.79% (see Table 2 below):

	31 March 2021	31 March 2022	31 March 2023	31 March 2024	31 March 2025	31 March 2026
Mean gender pay gap	10.60	10.0	8.20	7.06	6.08	5.75
Median gender pay gap	0.10	0.95	13.10	10.48	7.99	7.79



- 4.2. The median gender pay gap has decreased by 0.20%, to 7.79% from the last report. The gender distribution across the quartiles have largely been unchanged during the reporting period, therefore this change is not driven by any significant changes in the workforce and is more likely to reflect incremental changes in pay distribution around the midpoint of the workforce. The median hourly rate for both male and females sits at the bottom end of Band 7 of the College pay bands, and around 41% of the overall colleagues in this report sit in Band 7, of which 60% are female.
- 4.3 The mean gender pay gap has decreased by 0.33%. This is not driven by any significant change in the overall gender distribution across the quartiles, as these remain largely unchanged year on year. There was a small increase in female representation in quartile four, which may have had some impact on this small increase. The improvement is more likely to reflect changes in pay distribution within quartiles, rather than any material shift in the composition of the workforce.
- 4.4 The median hourly rate for men is in quartile three (£18.97), which is the same quartile as 2025, and this value has increased from £18.24 in 2025. For women it straddles quartile two and three at £17.49, this has increased from £16.78 last year.
- 4.5 The mean hourly rate for men remains in quartile three and has increased from £18.21 last year to £18.84 in this reporting period, and women it has moved from top of quartile two into quartile three and has increased to £17.76 from £16.78.
- 4.6 The College's workforce is predominantly female, at the time of writing, 66% (65% in 2025) of colleagues were female. At Nottingham College females are in the majority across all quartiles. There have been small changes quartiles two, three and four. The comparisons of the quartiles over the last five years are shown in table 3 below:

	Quartile 1		Quartile 2		Quartile 3		Quartile 4	
	Male	Female	Male	Female	Male	Female	Male	Female
31 March 2026	30%	70%	31%	69%	37%	63%	44%	56%
31 March 2025	30%	70%	30%	70%	36%	64%	45%	55%
31 March 2024	28%	72%	30%	70%	37%	63%	45%	55%
31 March 2023	30%	70%	28%	72%	45%	55%	44%	56%
31 March 2022	28%	72%	29%	71%	43%	57%	45%	55%
31 March 2021	29%	71%	33%	67%	37%	63%	48%	52%

Table 3: Comparison of 2021 to 2026 quartile percentage split by Male/Female

- 4.7 It continues that females are in the majority in each quartile, and as the pay increases the proportion of females decreases, and females are predominantly in the lower pay quartiles. There have been 1% increases in males in quartile two and three and, females increasing 1% in quartile four. The percentage of females decreases from quartile one at 70% down to 56% in quartile four, while males increase from 30% in quartile one to 44% in quartile four.

- 4.8 We have 54% (1% decrease from 2025) of all females in the lower quartiles and 46% (increase of 1% from 2025) in the upper quartiles, compared to 43% (no change from 2025) of males in the lower quartiles and 57% (no change from 2025) of males in the upper two quartiles. There has been no change to this profile since last year for both male and female.

This has a direct impact on the hourly rate for females who dominate in the lower quartiles versus males who have a stronger profile in the higher quartiles. The lower quartiles contain lower paid jobs with larger numbers of females employed in roles such as Catering, Learning Support Assistants, Administration and Nursery. Nearly 20% of females are employed in roles in Bands 1-4, versus 8% of males.

- 4.9 The table below shows the mean and median hourly rates by individual quartile, and the mean and median gender pay gap by quartile.

	Hourly Rate					
	Mean		Median		Mean GPG	Median GPG
Quartile	Male	Female	Male	Female		
1 (lowest)	£13.05	£13.03	£13.08	£13.08	0.15	0.01
2	£15.94	£15.65	£15.61	£15.23	1.82	2.43
3	£19.51	£19.25	£19.71	£18.97	1.33	3.75
4 (highest)	£24.27	£24.57	£22.21	£22.40	-1.24	-0.86

Table 4: Quartile split by male/female hourly rate and GPG gap for each quartile for Nottingham College

Analysis of mean hourly pay by quartile shows only small differences between male and females within each pay quartile. Females have a higher average hourly rate than males within the upper pay quartile, while differences within the lower three quartiles are modest. This indicates that the overall mean gender pay gap is not driven by substantial differences in pay for men and women occupying similar positions within the pay structure, but rather by the overall distribution of colleagues and normal workforce movements across the organisation.

Median hourly pay analysis shows no pay difference between male and females in the lower pay quartile and a small female pay advantage within the upper pay quartile. Differences are more notable in the middle pay quartiles, particularly the upper middle quartile, where male median hourly pay is higher than female median hourly pay. This suggests that the overall median gender pay gap is influenced more by pay distribution within the middle of the College's pay structure than by differences at the highest or lowest pay levels.

- 4.10 We are committed to doing everything we can to reduce the gap. However, we also know this is a difficult task. The College continues to have in place a number of measures to help address the gender pay gap, including:

- Leadership Programme Development
- Coaching and mentoring support for leaders
- Mentoring for ELT
- Flexible Working – part time, term time only, hybrid working
- Café Connections - including menopause, menstrual health, carers and new parents
- Enhanced Maternity / Paternity / Adoption / Shared Parental Leave Pay

- Annual review of job evaluation framework
- Job evaluation for all roles

By themselves, none of these initiatives will remove the gender pay gap, and it may be several years before some have any impact at all.

- 4.11 The data on the Government website shows that the picture in Further Education Colleges remains mixed. Data from other Colleges that are typically used by Nottingham College for benchmarking purposes is shown below:

	2023		2024		2025	
College	Mean	Median	Mean	Median	Mean	Median
Derby	7.6	22.5	8.29	21.91	6.9	24.03
Nottingham	8.2	13.1	7.06	10.48	6.08	7.99
Loughborough	11.6	15.3	11.11	20.64	12.72	18.18
Warwickshire	14.9	12.7	16.3	11.3	10.79	11.04
Leicester	7.7	8.7	8.9	13.6	5.7	7.8
The Trafford & Stockport College Group	7.1	3.9	9.56	1.77	7.81	0.47
The City of Liverpool College	6.1	8.4	7	12.44	7.6	8.1
Birmingham Metropolitan	4.4	7.7	2.4	5.1	3.6	9.6
The Sheffield College	12.6	14.8	10.6	11	9.4	7.6
Capital City College Group	4.3	2.0	7.71	11.16	5.35	7.67

None of the above Colleges have reported their gender pay gap figures for March 2026 at the time of writing the paper.

- 4.12 Other local employers in the Nottingham city and county area gender pay gap figures are noted below:

	2023		2024		2025	
Organisation	Mean	Median	Mean	Median	Mean	Median
Nottingham City Council	1.0	-1.7	1.4	4.4	-7.6	6.4
Nottingham College	8.2	13.1	7.06	10.48	6.08	7.99
Nottinghamshire County Council	6.8	8.8	5.3	8.2	4.9	6.4
Nottingham University Hospitals NHS Trust	21	4	19	4	19.9	4.64
Nottingham University	19	13.4	18.5	11.5	15.7	13.3
Nottingham Trent University	12.2	11.1	13.3	11.2	12.1	11.2

*Table 6: Comparison of Nottingham College against Nottingham and Nottinghamshire employers. **NB** The figures reported above shows the comparative position for Nottingham College over the last three reporting years.*

- 4.13 None of the organisations have reported their gender pay gap data at the time of this paper for March 2026. It should be noted these organisations in the table above fall into the category of employee headcount of 5,000 to 19,999 or 20,000 or more and are therefore much larger employers than Nottingham College.
- 4.14 When bonus payments are made it is important to note that for the median if there is an even number of results, the median will be the mean of the two central numbers.
- 4.15 The bonus element for this report is based on the Christmas bonus paid in December 2025 to all eligible colleagues. The bonus payment totalled £200 if a colleague was full time, but no less than £100 if a colleague was 0.5 FTE or less, or sessional.
- 4.16 There has been no change in the breakdown of males and females who received a bonus, 65% were female and 35% were male. Both the mean and median gap figures show that males receive a higher bonus than females, with the mean gap at 16.09% and median gap at 8.14%. The mean gap has increased by 5.8%, and the median has remained the same since 2025. The College continues to have more females working part time, of those females who received a Christmas bonus 51% (52% in 2025) received less than £200, whereas for males this was 24% (22% in 2025). The mean gap has increased, and this is in part due to a large one-off payment which has skewed the figures, without this there would have been a small increase in the mean bonus gender pay gap.

The table below shows the mean and median bonus amounts:

	2023		2024		2025		2026	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Male	£191.84	£200.00	£421.43	£450.00	£324.27	£350.00	£195.57	£200.00
Female	£170.89	£180.00	£368.49	£392.72	£290.91	£321.51	£164.10	£183.72

Table 7: Bonus amounts paid at Nottingham College over the last three years

The table below shows the mean and median bonus pay gap by percentage.

	31 March 2023	31 March 2024	31 March 2025	31 March 2026
Mean gender bonus pay gap	10.92	12.06	10.29	16.09
Median gender bonus pay gap	10.00	12.73	8.14	8.14

Table 8: Bonus pay gap percentage at Nottingham College over the last three years

- 4.17 The Gender Pay Gap figures will be reported to the EDI and Wellbeing committee and discussions held about suggested actions to reduce the gap. Part of the College's People Strategy in Year 1 is to '*Design and progress bespoke action plans to reduce our Gender, Disability and Ethnicity Pay Gap*'. This is alongside the legal requirements introduced for 2027 for mandatory gender pay gap and menopause action plans, the requirements of this are for employers to have at least one action to reduce their gender pay gap and at least one action to support colleagues experiencing menopause or perimenopause. The government have provided advice on themed areas and suggested actions, the themes are; recruiting staff, developing and promoting staff, building diversity in your organisation, increasing transparency and supporting employees experiencing menopause. The action plan will be developed over the coming months, and the suggested actions from the government will be reviewed as part of this, ensuring that the action plan is appropriate for the college and meets the legal requirements. Relevant stakeholders will be engaged in the development of the plan. It is envisaged that a first draft will be available for review at the EDI and Wellbeing Committee on 17 November 2026.

5. Considerations

- 5.1 The College will need to consider what steps it may take to further erode and ultimately eradicate the gender pay gap. This is not an easy task and may take some years to realise, particularly given the workforce profile in terms of sex, which has not had significant changes over a number of years.

6. Conclusion

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries. We continue to take action to address any gaps and to make sure our policies and practices are fair.

Statement accompanying the College's published data on gender pay gap

We are proud that men and women are paid equally for work of equal value across the college. We will keep reviewing pay and act if we find any differences. Women make up the majority of colleagues in every pay group, with both women and men working at all levels across the college.

We will keep monitoring the number of women and men in the lower pay group. Our Equity, Diversity and Inclusion Committee will work with the People Services team to explore practical ways to reduce the gender pay gap over time.

There are more women than men in the college's lower pay groups. A greater share of our female colleagues have working patterns with fewer hours and many of these roles are in the lower pay groups. This influences the overall figures and means that average pay is higher for men than for women.