

Gender Pay Gap Report for 31st March 2025

Introduction

The mean Gender Pay Gap (GPG) for the College for 31st March 2025 was 2.98%, for 31st March 2024 it was 4.25% and for 31st March 2023 it was 3.85%. The median GPG was 10.99% for 31st March 2025, 13.54% for 31st March 2024 and 13.51% for 31st March 2023. The College's GPG continues to be lower than the median national average of 13.1% in 2024 (according to the Office for National Statistics) and has gradually improved over the last three years.

Context and Scope of the Report

The number of females employed by the College has increased by 4 to 316 and the number of males employed has also increased by 8 to 197. This profile continues to be typical of many further education colleges. The total number of staff employed has increased by 12 to 513 in 2025.

The data for this report is taken from the March payroll which includes a snapshot of the data as of 31st March 2025. The data includes all employees who are employed on a permanent or temporary basis at this date and includes basic pay and allowances. The College does not operate performance related pay or a bonus payment scheme.

The GPG shows the differences in the average pay between male and female staff members across the College, regardless of their particular role, grade or seniority. It is important to remember that it is not a comparison of how much is paid to men and women employed by us who carry out the same role, similar roles or work of equal value.

There are a number of possible factors that might contribute to a GPG. To combat any such factors influencing our GPG we have examined our workforce profile and considered what actions we have already taken and what more we could do in future to prevent imbalances occurring. Details of which are explained below.

Our overall GPG Profile – comparing the last three years (2023 – 2025)

The overall gender split:

31st March 2025



62% 38%

31st March 2024



62% 38%

31st March 2023



62% 38%

Mean Gender Pay Gap for 2025



2.98% difference between male and female hourly pay

The average hourly rate for a female was £18.86 and a male was £19.44

Mean Gender Pay Gap for 2024



4.25% difference between male and female hourly pay

The average hourly rate for a female was £18.04 and a male was £18.84

Mean Gender Pay Gap for 2023



3.85% difference between male and female hourly pay

The average hourly rate for a female was £17.73 and a male was £18.44

Median Gender Pay Gap for 2025



10.99% difference between male and female hourly pay

The median hourly rate for a female was £17.17 and a male was £19.29

Median Gender Pay Gap for 2024



13.54% difference between male and female hourly pay

The median hourly rate for a female was £16.67 and a male was £19.28

Median Gender Pay Gap for 2023



13.5% difference between male and female hourly pay

The median hourly rate for a female was £16.83 and a male was £19.46

The images below show the gender distribution of all Harlow College staff across four equal quartiles.

For 2025:



74% 26%

Lower Quartile



59% 41%

Lower Middle Quartile



67% 33%

Upper Middle Quartile



47% 53%

Upper Quartile

For 2024:



70% 30%

Lower Quartile



66% 34%

Lower Middle Quartile



65% 35%

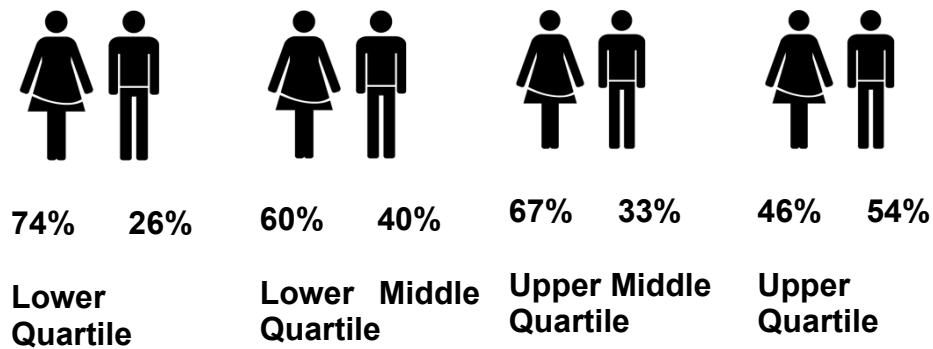
Upper Middle Quartile



48% 52%

Upper Quartile

For 2023:



Reasons for the changes over the last 3 years:

When analysing the data by staffing group there has been a number of small improvements in the mean and median within a number of the groups. We also believe the introduction of the real living wage has had a positive impact on lower graded jobs within the 1st quartile.

What is the College doing to address its GPG?

As the above analysis illustrates, the College constantly reviews the changes that occur to the GPG profile. In particular it is thought that the initiatives listed below continue to contribute to our low GPG.

- **Health, Wellbeing and Family Friendly Policies**

For a number of years, the College has operated a range of “Family Friendly” policies including enhanced Paternity and Maternity Schemes. The Maternity Scheme encourages the member of staff to return to work at the end of their maternity leave on a different and more flexible work pattern. This policy appears to be assisting the College in retaining experienced and skilled staff. In 22/23 all, except one member of staff, returned following maternity leave, in 23/24 all staff returned to work with two members of staff reducing their hours and in 24/25 all staff returned to work with one member reducing their hours.

For the last 11 years we have run a Health and Wellbeing Programme that encourages healthy, balanced and active lifestyles which has been received very positively by all staff.

During 2025 the health and wellbeing of our staff has continued to be important. Various support groups have now been formed to assist staff to share experiences and offer support to each other in fields such as neurodiversity, menopause, hearing loss and ethnic minority groups. The College has also embarked on measuring equality, diversity and inclusion within

the College by working with The National Centre for Diversity to implement Investors in Diversity Standards. Progress on this initiative is addressed in a separate report.

- **Hybrid Working**

The College continues to have a general culture of enabling staff to work more flexibly at all levels. There is a range of flexible work policies that enable staff to balance their work with their home life, including looking after children or elderly parents, on a temporary or permanent basis. There are currently 193 staff whose working pattern is different to the default pattern. This equates to 40% of the workforce (as of 31st March 2025), which is a slight decrease compared to the previous year.

- **Implementing Equal Work and Equal Pay**

The College continues to be committed to the principles of equal opportunities and operates objective pay spines to establish salaries of particular roles. Salaries of staff are monitored to address unfairness and inconsistency.

- **Improving and re-affirming our commitment to Equality and Diversity**

We continue to be committed to Equality, Diversity and Inclusion in the College and are continuing to work with Investors in Diversity representatives to address where we can improve.

The Equality and Diversity Steering Group comprising of a range of staff, students and Governors continues to meet, with the aim of the group to affirm the College's commitment to equality and diversity throughout our work and improve the promotion of equality and diversity.