



Gender Pay Gap Report for 31st March 2026

Introduction

The mean Gender Pay Gap for the College for 31st March 2026 was 2.56%, for 31st March 2025 it was 2.98% and for 31st March 2024 it was 4.25%. The median Gender Pay Gap was 8.36% for 31st March 2026, 10.99% for 31st March 2025 and 13.54% for 31st March 2024. The College's Gender Pay Gap continues to be lower than the median national average of 12.8% in 2025 (according to the Office for National Statistics).

Context and Scope of the Report

The number of females employed by the College has increased by 11 to 327 and the number of males employed has also increased by 3 to 200. This profile continues to be typical of many further education colleges. The total number of staff employed has increased by 14 to 527 in 2026.

The data for this report is taken from the March payroll which includes a snapshot of the data as of 31st March 2026. 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 Gender Pay Gap 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 Gender Pay Gap. 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 (2024 – 2026)

The overall gender split:

31st March 2026



62% 38%

31st March 2025



62% 38%

31st March 2026



62% 38%

Mean Gender Pay Gap for 2026



2.56% difference between male and female hourly pay

The average hourly rate for a female was £19.45 and a male was £19.96

Median Gender Pay Gap for 2026



8.36% difference between male and female hourly pay

The median hourly rate for a female was £17.87 and a male was £19.50

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

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

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

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

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

For 2026:



73% 24%

Lower Quartile



61% 43%

Lower Middle Quartile



58% 42%

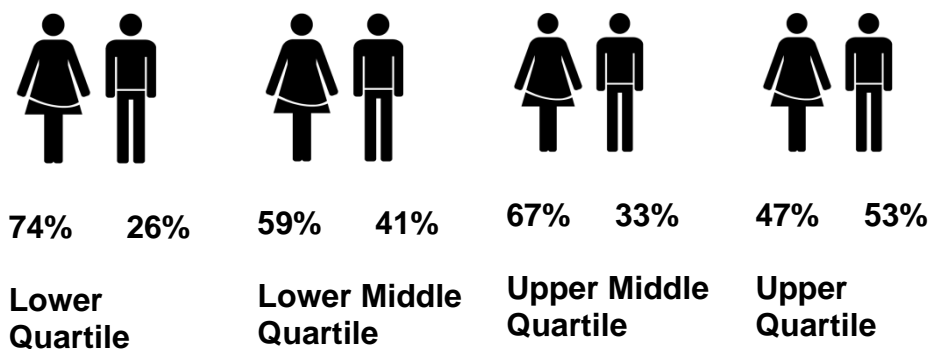
Upper Middle Quartile



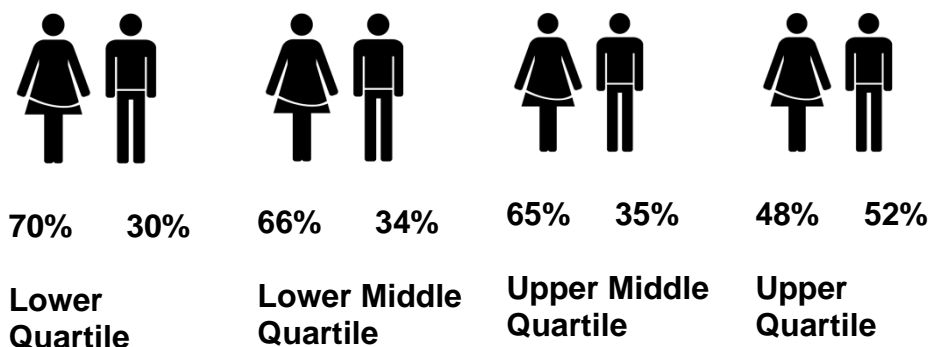
57% 43%

Upper Quartile

For 2025:



For 2024:



Reasons for the changes over the last 3 years:

The changes over the 3 years are relatively small and the profile continues to be relatively stable. There has been a decrease again this year to our overall Mean Gender Pay Gap and Median Gender Pay Gap.

What is the College doing to address its Gender Pay Gap?

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 Gender Pay Gap.

1. Health, Wellbeing and Family Friendly Policies

The College continues to offer a range of “Family Friendly” policies including enhanced Paternity and Maternity Schemes. The impact of these policies is regularly reviewed. For example, 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 23/24 all staff returned to work with two members of staff reducing their hours, in 24/25 all staff returned to work with one member reducing their hours and in 25/26 all staff returned to work with three members reducing their hours.

For the last 12 years the College has provided a comprehensive Health and Wellbeing Programme that encourages healthy, balanced and active lifestyles which has been received very positively by all staff. During the last 12 months the health and wellbeing of our staff has continued to be important. The programme includes both weekly and annual, all-day events

and activities, which staff regularly engage in. In the last year, the College has encouraged staff to provide feedback and offer alternative ideas, in the “College Conversations” initiative. Discussions in these forums have been positive about the Wellbeing Programme offered by the College.

During the last year, the College has focused on attaining the Investors in Diversity initiative, and has recently achieved Silver Status. A wide range of activities have taken place, including providing various support groups to enable staff to share experiences and offer support to each other in fields such as neurodiversity, menopause, hearing loss and ethnic minority groups. The College measures equality, diversity and inclusion by continuing to work with The National Centre for Diversity to implement Investors in Diversity Standards.

2. 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 222 staff whose working pattern is different to the default pattern. This equates to 42% of the workforce (as of 31st March 2026), which is a slight increase compared to the previous year.

3. 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.

4. 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.