City of Bristol College

Gender Pay Gap Report 2025/26



Where Next?

Ofsted Good Provider

Reminder of Legislative Requirements:

Gender Pay Legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap each year. City of Bristol College's pay gap report measures the difference between the average hourly pay for men and women, expressed relative to male pay.

The figures reported have been calculated using a 'snapshot' date of 31 March 2025 and this is the ninth year we have reported on the Gender Pay Gap in line with the regulations.

The gender pay gap shows the difference in average earnings between all men and women in an organisation. The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value; we are confident that we achieve parity on equal pay.

Definitions:

- Median gender pay gap – The median gender pay gap is the difference between the median hourly pay rate of men in relevant roles on fullpay, and that of women on full pay.
- Mean gender pay gap – The mean gender pay gap is the difference between the mean hourly pay rate of men in relevant roles on fullpay, and that of women on full pay.

The Gender Composition of our workforce:

68% of our workforce is female, with 32% male.

	2025	2024	2023
Men	32%	36%	36%
Women	68%	64%	64%

Analysis of our data:

For 2025, I am pleased to report that our mean gender pay gap has decreased from 4.92% in 2024 to 4.42% in 2025, representing a decrease of 0.50%.

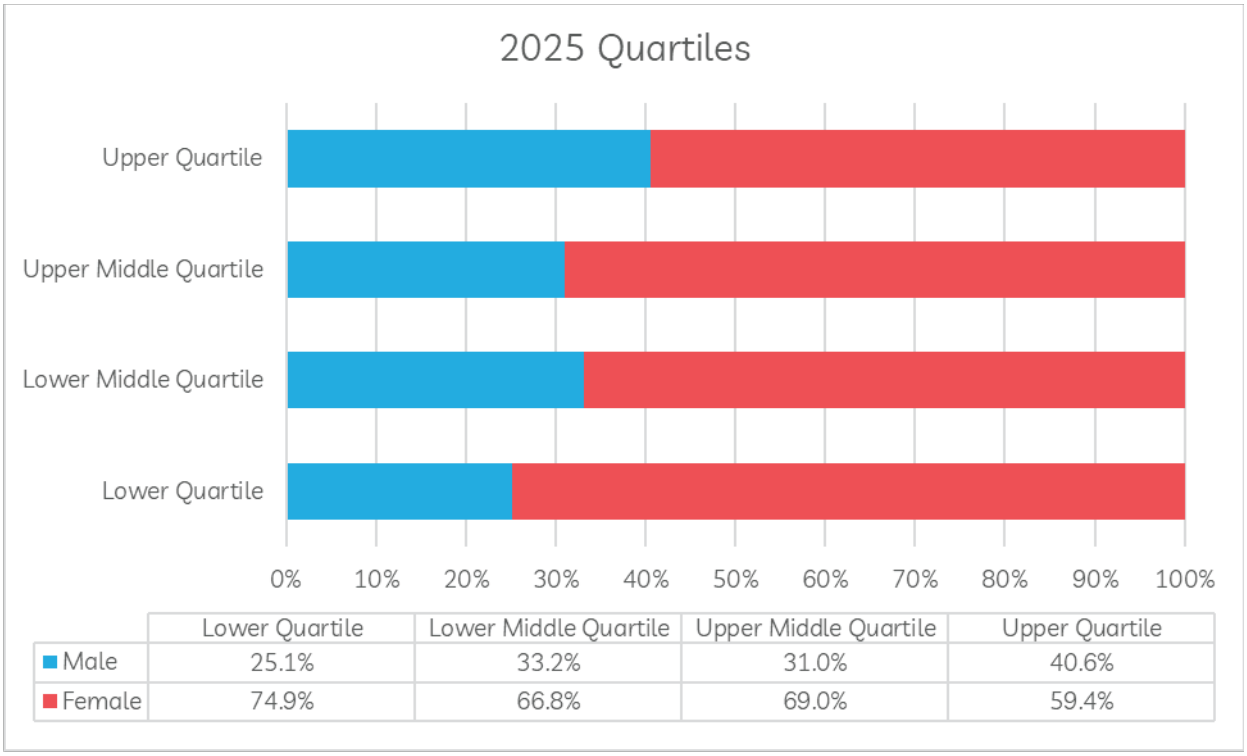
At whole economy level, the gender pay gap is calculated from data drawn from the Annual Survey of Hours and Earnings (ASHE), which is carried out by the Office for National Statistics (ONS). ASHE is based on a 1% sample of employee jobs, drawn from HMRC Pay As You Earn records. ASHE collects information on the levels, distribution and makeup of earnings and hours paid. The *National* gender pay gap in April 2025[1] was 12.8% (mean), a slight decrease from 13.1% in 2024. For full time employees, the median gap was 6.9% (down from 7.1% in 2024). The gender pay gap in the Education sector is not reported on by the ONS however, they do report that for further education teaching professionals, women earn 5.8% more than men.

[1] Latest available figures from the ONS Gender Pay Gap Dataset (released October 2025).

It is of note our gender pay gap has reduced significantly in the last four years having stood at 12.81% in March 2021. Our current pay gap of 4.42% is a significant improvement from previous years and it is encouraging to see that the overall gender pay gap has reduced again. We are proud of all the activity we are currently undertaking, but we know that more can be done. Creating a truly inclusive workplace on all protected characteristics is a key focus for the College and we are fully committed to continuing to work on this.

	2025 Hourly Pay		Gender Pay Gap 2025	2024 Hourly Pay		Gender Pay Gap 2024	2025 Hourly Pay
	Male	Female		Male	Female		
Mean	£18.20	£17.40	4.42%	£17.73	£16.86	4.92%	0.50% decrease
Median	£18.80	£16.83	10.48%	£18.80	£16.35	13.03%	2.55% decrease

Pay Quartiles – based on hourly rates
The four quartiles show the distribution of men and women using their hourly pay.



	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	25.1%	33.2%	31.0%	40.6%
Female	74.9%	66.8%	69.0%	59.4%

	2025		2024	
	Percentage Males	Percentage Females	Percentage Males	Percentage Females
Lower Quartile (lowest paid)	25.10%	74.90%	27.08%	72.92%

	2025		2024	
	Percentage Males	Percentage Females	Percentage Males	Percentage Females
Lower Middle Quartile	33.20%	66.80%	37.17%	62.83%
Upper Middle Quartile	31.00%	69.00%	38.54%	61.46%
Upper Quartile (highest paid)	40.60%	59.40%	40.31%	59.69%

Why do we have a gender pay gap?

The College does not pay men and women differently for equivalent work, but we do employ significantly more women than men (68% female). The gender pay gap is largely due to the fact that more women perform the roles in quartile 1 and 2, which are lower paid and largely worked part time.

In addition, as we have a higher overall percentage of women within the College, this means even a small fluctuation in the makeup of male roles can have a large impact on the gender pay gap.

The majority of our colleagues and the majority of our managers are paid within structured pay bandings, based on set incremental scales and therefore we are confident that the gender pay gap does not stem from paying men or women differently for the same or equivalent work, but rather it is a result of the different roles that attract men and women within the organisation.

Many of the job roles and disciplines we offer are consistent with employment trends in wider society and those in the lower quartiles have tended to attract more women than men. One of the reasons for a gender pay gap is that women are more likely than men to have had breaks from work that have affected their career progression; for example, caring responsibilities or childcare. They are also more likely to work part time and/or termtime only, and many of the jobs that are available at both College and across the UK on a parttime basis are relatively low paid.

The College has committed to the Real Living Wage, which has had a positive impact since its introduction in September 2021. This has had an encouraging impact on our gender pay gap as the majority of employees in applicable roles receiving the increase are women.

Our Approach to the Gender Pay Gap

We recognise that we cannot control career choices that individuals make in terms of their careers and job applications which might make our scope to act limited in some areas; but we can act to make sure we do not become complacent and accepting of our gender pay gap to ensure it does not widen again after the positive improvements made in recent years.

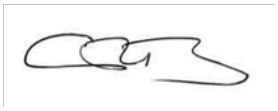
As we raise the aspirations of our students and the college, we too should raise the aspirations of the workforce and we strongly encourage Continuing Professional Development (CPD) opportunities for all colleagues so that they are prepared and equipped for when promoted posts become available. This is reinforced through college wide CPD days as well as individual training and a leadership and management programme that is open to all managers, developing and improving their skills as a manager. We also open up our Aspiring Leaders management programme to all colleagues and have supported 134 colleagues through the programme in 3 years, with 72% of delegates participating being women.

As a Further Education College, we are committed to ensuring fair treatment of all our colleagues irrespective of gender. We continue to undertake the following activities and undertake new ways to bridge the gender pay gap through the following:

- Ensuring diversity on our recruitment panels and we are reviewing our equality and inclusion approach across the College as part of the wider college action plan.
- Introduction of bespoke recruitment training as part of our InHouse Fundamentals management Academy including bias training.
- Introduction of further bespoke Aspiring Leader training for those not yet in management posts to ensure that all employees are equipped with the skills and knowledge needed to lead their team.
- We continue to use structured interviews for recruitment and promotion opportunities, ensuring we measure all candidates against a prespecified set of questions and performance indicators, including blind shortlisting.
- For many of our roles we ask candidates to perform tasks they would be expected to perform in the role they are applying for, to assess their suitability for the role.
- Continuing to review our equality and diversity training to ensure it is supporting our intent to diminish gender bias.
- Continuing to look at opportunities to support coaching and mentoring / buddying for our female managers.
- Ongoing monitoring of our approach to pay.
- Promoting a hybrid working procedure to support working arrangements for all colleagues which will not inhibit career progression.
- Continue our positive work around family friendly options for colleagues.
- Continuing to engage with our trade unions to look at other ways to support bridging the gender pay gap.
- Continue our commitment to pay the Living Wage Foundation "Real Living Wage" to all of our colleagues as an accredited employer.
- Continuing to raise young people's awareness of the different career opportunities available within sectors often perceived as traditionally gender bias and eliminate gender bias Careers, Information, Advice and Guidance.

Addressing the gender pay gap remains an important element of our commitment to address equality, diversity and inclusion. The initiatives we have implemented will not eliminate our gender pay gap alone, recognising the important role inclusion plays in achieving our strategic aims is an important element of the Strategic Plan. We remain committed to reporting on our Gender Pay Gap and on the measures that we are taking to address it.

I, Caroline Brawley, Interim Director of People Services, confirm that the information in this statement is accurate.



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