

The college is required by the Government Equalities Office to publish its gender pay gap information as at 31 March 2025. Please find the information below.

Gender Pay Gap – Warrington & Vale Royal College 31 March 2025

The gender pay gap is the percentage difference between average hourly earnings for men and women.

On 31 March 2025, Warrington & Vale Royal College employed 465 members of staff, comprising 150 male staff and 315 female staff. Analysis of our data shows:

Mean gender pay gap was 9.40%

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive.

Median gender pay gap was 21.04%

The median gender pay gap shows the differences at the midpoints of the ranges of hourly pay rates of men and women by ordering rates from lowest to highest, and comparing the midpoint.

(A positive percentage figure reveals that typically, or overall, employees who are women have lower pay or bonuses than employees who are men (which most employers are likely to have).

Quartile breakdown was:

First quartile (lower hourly pay quarter)	28.2% male	71.8% female
Second quartile (lower middle hourly pay quarter)	15.5% male	84.5% female
Third quartile (upper middle hourly pay quarter)	43.1% male	56.9% female
Fourth quartile (upper hourly pay quarter)	42.2% male	57.8% female

This is the percentage of male and female employees in four quartile bands.

No bonus payments were paid to staff, and therefore there are no statistics to report for mean bonus pay gap, median bonus pay gap or proportion of males/females receiving bonus payments.

Please note that preparation and marking is included in the hourly rate for hourly paid Lecturers. If the figures were adjusted to reflect this, and the gender pay gap statistics were calculated based on hourly rate per contact hour, the figures would be as follows:

Mean gender pay gap was 9.85%

Median gender pay gap was 23.80%

The most significant challenges we face are:

- A higher proportion of women in lower paid positions, e.g. administration, catering.
- A high proportion of female staff, and a significantly more uneven distribution of men and women throughout the first and second quartiles.
- A high proportion of male lecturers in quartile 4, who teach Engineering, Construction and Trade Union Studies. The level of experience and qualifications required is reflected in a high pay rate per hour, and this is traditionally a male dominant field.

Our most significant successes are:

- The college compares very favourably to the UK pay gap of 12.8% in April 2025 (Office for National Statistics).
- Women are well represented at senior levels in the College.
- Structured interviews are conducted.
- Where applicable, skills-based assessment tasks are used in recruitment.
- Women are included in shortlist panels for recruitment.
- The college operates with transparency in regard to promotion and pay.
- College Special Interest Groups work to ensure equal and fair opportunities for all.

Initiatives to reduce our gender pay gap have included:

- Transition to blind shortlisting to reduce the risk of bias
- Increased transparency on salary scales and expectations
- Benefit of flexible working, where appropriate, included in all job adverts
- Opportunities for flexible working options, such as part time or job share, highlighted in all job adverts
- The introduction and implementation of a Menopause Policy and a Menopause Action Plan to support health and wellbeing
- A staff sexual harassment survey and action plan

- Staff profiles on the website to promote underrepresented groups of staff
- Equal opportunities analysis and monitoring of application forms, to help inform actions and policies
- Unconscious bias training for our managers
- Introduction of a new Business Support Career Progression training programme
- Introduction of work shadowing opportunities, as part of our development programmes
- Where applicable, salary ranges provided on adverts
- Working from home, where applicable, is supported
- Introduction of a new Team Leader Development programme
- Introduction of a new Personal Performance Review process, including a section on future career aspirations, to help identify and offer support to staff wishing to progress, and aide succession planning
- Introduction of new annual targets for staff CPD

Our commitments for the future:

- Continually review our recruitment processes and career progression opportunities and adapt where appropriate.
- Opportunity for all staff to attend leadership development programmes.
- Where appropriate, encourage both men and women to consider options for shared parental leave.
- For full time vacancies, consider the possibility of part time or job share opportunities.
- Offer mentor and sponsorship opportunities
- Where appropriate, base pay decisions on skills and experience, not previous salary
- Analyse exit interview information to understand the reasons why staff leave the organisation, and use this information to inform policies and strategies
- Senior leaders to role model positive and inclusive behaviour
- Hold regular conversations with our staff about career development
- Unconscious bias training for all staff