



Gender Pay Gap March 2026

It is a statutory requirement for employers with 250 or more employees to publish calculations each year showing the pay gap between male and female employees. Each employer is required to report the mean and median gender pay gap and the distribution of males and females across pay quartiles for all staff.

The data below has been prepared in accordance with the guidance by gov.uk and in line with the Equality Act 2010. The figures are based on the snapshot date of 31st March 2025.

It is important to note that the gender pay gap is not the same as equal pay. The College pays all employees on nationally negotiated pay scales for staff in Sixth Form Colleges with annual increments and an annual % cost of living pay rise. No bonuses were paid to our staff during the reporting period.



Mean Gender Pay Gap 16.8%

Male mean hourly rate £39.50
Female mean hourly rate £32.87

Median Gender Pay Gap 48.8%

Male median hourly rate £44.05
Female median hourly rate £22.55



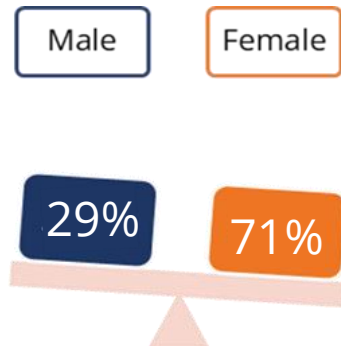
The mean pay gap is the difference in what males and females receive. It is calculated by comparing the average paid to males with the average paid to females

The median pay gap is the difference in the midpoints in the ranges of males' and females' pay. It is calculated by ordering employees from those paid the least, to those paid the most.

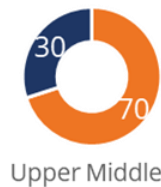
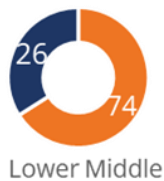


Workforce by gender

	Female	Male
Support Staff (149)	76%	24%
Teaching Staff (141)	66%	34%



Gender by quartiles (%) - Female Male



Understanding the Gender Pay Gap figures for Godalming College

What is the median Gender Pay Gap?

The median gender pay gap is the difference between the middle of the distribution in the hourly earnings of men and women (the middle being when half men/women earn more and half less than the median).

Understanding the Gender Pay Gap figures for Godalming College

On face value the median gender pay gap for Godalming College has significantly altered from last year and appears to indicate a significant difference in the pay for females within the College.

There are a number of factors that are inflating the overall median.

Invigilators

We have included all individuals who were paid on the snapshot date. This includes our casual, zero hours invigilators, who play a vital role in supporting our students and exam series but are not employed throughout the full year. This year, there was a 35% increase in invigilators paid on the snapshot date, and they accounted for almost a quarter of all support staff roles. Of the 35 invigilators included, 75% were women. This had a noticeable effect on the gender pay gap figures. Specifically, the proportion of women in the lower middle quartile from 66% to 74%. At the same time, the median hourly rate for women decreased £37.68 to £22.55 widening the gap compared to the median hourly rate for men, which stands at £44.05. If invigilators are excluded from the calculation, the median gender pay gap reduces to **10.3%**, and the mean is 5.21%.

Lower quartiles

As well as the invigilators, the lower quartiles also include Catering, Learning Support and other administrative staff. These roles are, in the main, term time only Support Staff positions which are predominantly held by females (*83% of part time support staff are female*). These are also roles with a larger number of staff attached to them, compared to roles in the upper quartiles.

	Quartile 1	Quartile 2	Quartile 3	Quartile 4	Total
Support	72	71	6	0	149
Teaching	0	2	67	72	141
	72	73	73	72	290

Teachers and Support Staff

A final key factor is the significant difference in pay between teaching and support staff. For example, the hourly rate for the lowest earning teachers at the snapshot date was £35.59, while for support staff it was £11.44, a difference of over £24.15. If we look at Teachers and Support roles separately, the median Gender Pay Gap is **3%** for both, and the mean is 5.2% for Teachers and 7% for Support Staff, highlighting the impact of a large number of Support Staff (with a lower hourly wage) have on the overall median pay gap at the College.

In summary the median gender pay gap is driven by work force structure, such as lower paid support roles being part time and disproportionately filled by females, and how this impacts on each quartile, rather than unequal pay for equivalent roles.

Comparing the Gender Pay Gap figures for Godalming College

As of April 2025, the UK's median gender pay gap figures are as follows:

- All employees: 12.8% (down from 13.1%)
- Full-time employees: 6.9% (down from 7.1%)
- Part-time employees: -2.9% (up from -3%)

The higher 'all employees' gap reflects differences in working patterns across the labour market, particularly the greater proportion of women in part-time roles. Part-time roles are typically lower paid on average, which contributes to a wider overall gender pay gap, even where pay is equitable within individual roles. This effect is particularly relevant in the education sector. National data from the Office for National Statistics (ONS) shows that education is a female-dominated sector, with around 71% of roles held by women, and even higher representation in part-time and support positions. Our gender split reflects this.

While comparative data for the further education (FE) sector is more limited and variable, the median gender pay gap for education overall is estimated to be around 12%, broadly in line with the national figure. Within sixth form colleges, reported gaps typically range from around 10% to 15% or higher. However, when considering full-time teaching staff in FE, the median gender pay gap is significantly lower at approximately 3.75%. This highlights the extent to which inclusion of support staff, part-time roles and wider workforce structures influences the overall pay gap.

In this context, Godalming College's median gender pay gap (without invigilators) of 10.3% is broadly in line with the national figure for all employees (12.8%). For teaching staff specifically, the College's gap (3%) is also closely aligned with sector benchmarks (3.75%)

Actions to address the gap

Godalming College is committed to equality of opportunity, ensuring that all employees, regardless of gender, are paid fairly and have equal access to training, development opportunities and career progression. We are also committed to continuing to analyse our data to better understand the factors contributing to the gender pay gap and to take appropriate action to reduce it over time.

We have already taken steps to strengthen fairness within our recruitment processes. We monitor gender representation at application and appointment stages, ensure gender-balanced interview panels, and have introduced blind shortlisting to reduce the risk of bias. During the coming year, we will also review job advertisements and role descriptions to ensure that they are inclusive and encourage applications from a diverse range of candidates.

Our 2026 job evaluation exercise for support staff roles provides a further level of assurance that roles are appropriately graded and remunerated based on their responsibilities. Alongside nationally aligned pay scales and consistent application of starting salaries and increments, this supports our confidence that men and women are paid equitably for the same or equivalent work.

We recognise, however, that the gender pay gap is influenced by the structure of the workforce. Term-time only and part-time roles provide valuable flexibility for many employees and support work-life balance. At the same time, these roles are more likely to be lower paid and are disproportionately held by women, which contributes to the overall pay gap.

Actions to address the gap continued

In response, we will continue to support flexible working arrangements across the College, while also exploring opportunities to broaden access to higher-paid roles, including leadership and progression pathways, on a flexible or part-time basis where possible. We will also continue to support employees returning from maternity or other parental leave to ensure they can progress their careers.

The College will also publish a voluntary action plan in the coming months.

Declaration:

I can confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap data for Godalming College.

Signed:



Emma Young, Principal

Date: