



Gender Pay Gap March 2025

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. The data below has been prepared in accordance with the guidance by gov.uk and in line with the Equality Act 2010. This is the first time that Godalming College have reported their gender pay gap. The figures are based on the snapshot date of 31st March 2024.

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.



Mean Gender Pay Gap 12.76%

Females are paid 12.76% lower

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



Median Gender Pay Gap 12.63%

Females are paid 12.64% lower

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 lowest, to those paid the most.



Comparing the Gender Pay Gap figures for Godalming College

As of April 2024, the UK's median gender pay gap figures are as follows:

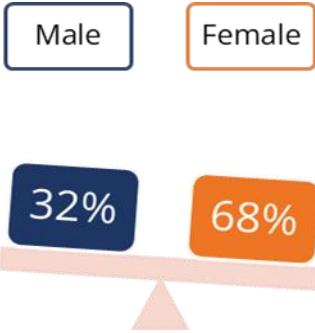
All employees: 13.1% down from 14.2%
Full time employees: 7% down from 7.5%
Part time employees: -3% an increase from -2.5%

Whilst comparative data across the education sector, and FE more specifically, is harder to find, it is reported that the median gender pay gap in the education sector was 25% in 2023, and that within sixth form colleges this ranges from between 10-15% which, though lower, is still significant.

Godalming College's gender pay gap therefore is broadly in line with national figures across all sectors of the economy and the sixth form sector more specifically. We are committed to further analysing our data, enhancing our understanding of any barriers to gender equality, and reducing the gap wherever possible.

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.

Workforce by gender

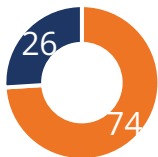


	Female	Male
Support Staff (117)	71%	29%
Teaching Staff (131)	65%	35%

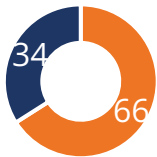
Gender by quartiles %



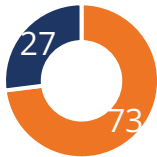
Female Male



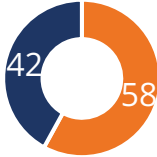
Lower



Lower Middle



Upper Middle



Upper

Understanding the Gender Pay Gap figures for Godalming College

The lower quartiles includes roles such as Catering staff and other term time only Support Staff positions, such as Student Support, Admin and Learning Support Facilitator roles which are all roles held almost entirely by females. These part-time, part-year roles provide flexibility, accommodate other commitments and are therefore more family friendly. Consequently, they attract a higher number of females who continue to bear a larger share of care-giving responsibilities.

Compared to full time jobs, part time roles such as these tend to have lower hourly median pay. Across the Sixth Form Colleges Association 75% of part time workers are female and, in March 2024, 68% of part time workers at Godalming College were female.

If we separate Teaching and Support Staff roles the mean gender pay gap is only 3.46% for Teachers but increases to 17.73% for Support Staff with more males in the higher paid Support Staff roles that tend to be full time and full year.

Actions to address the gap

Godalming College is committed to equal opportunity for all so, that regardless of gender, all employees are compensated fairly and have the same access to training, opportunities and career progression. We are confident that the gender pay gap does not originate from paying men and women differently for the same or equivalent work due to College pay scales following national recommendations and starting salaries and increments being consistently and fairly applied.

We track gender representation in our applications and appointments, actively working to eliminate bias in our recruitment process by ensuring gender balance on interview panels.

We continue to support flexible working opportunities across the College where possible, exploring options for all roles and supporting employees returning from maternity or other parental leave.

In the coming year we are committed to job evaluation scheme to review salaries and responsibilities of Support Staff roles.

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

Date

30th March 2025

Emma Young, Principal