

SANDWELL COLLEGE

# GENDER PAY GAP REPORT

2025



# INTRODUCTION

All organisations in the public sector, including colleges, are required to take a snapshot of data on 31 March each year on which an analysis of the pay gap must be undertaken.

This report analyses and presents the data snapshot on **31 March 2024**.

It is important to note and understand the difference between equal pay and the gender pay gap.

*“**Equal pay** deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman”.*

*“The **gender pay gap** shows the differences between the average (mean or median) earnings of men and women. This is expressed as a percentage of men’s earnings”.*

This report provides detail of the gender pay gap at Sandwell College, provides some context and a summary of actions the College has taken, and is taking.



# CALCULATIONS

The data presented in this report has been gathered and analysed in accordance with the Equality Act 2010. In line with all public sector organisations, the data is based on hourly pay rates as at 31 March 2024. The data includes information relating to all relevant employees, which is defined as anyone employed by the College on 31 March 2024.

## MEAN

This is the average value of the dataset. By taking into account the full earnings distribution, the mean takes into account the low and high earners in an organisation. This is particularly useful as women are often over represented at the low earnings extreme whilst men are overrepresented at the high earnings extreme.

## MEDIAN

This is the middle value of the dataset.

## THE PAY QUARTILES

This data will show the spread of male and female earners across an organisation, helping to show employers where women's progress might be stalling so they can take appropriate action



# GENDER PAY GAP



Female Mean:

**£18.62**

Female Median:

**£18.55**



Male Mean:

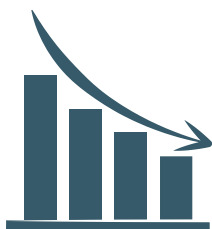
**£19.65**

Male Median:

**£20.18**

Quartile Pay Bands	Population	Male	Female	Total	% Male	% Female
Highest Paid	Quartile 1	32	44	76	42.1%	57.9%
	Quartile 2	112	200	312	35.9%	64.1%
	Quartile 3	59	117	176	33.5%	66.5%
Lowest Paid	Quartile 4	55	107	162	34.0%	66.0%

Figures are drawn from **726 staff** (258 male and 468 female) who qualify as 'full pay relevant employees' on the snapshot date of 31 March 2024.



Our mean Gender Pay Gap is 5.23% a reduction to the figure reported of 6.28% in 2024; 7.6% in 2023 and 8.3% reported in 2021 along with being below the national average for 2022 of 7%.

Our median gender pay gap at 8.05% shows continuing improvement from 8.47% in 2024; 12% in 2023 and has almost halved since the figure of 15.08% reported in 2021.



# FURTHER INFORMATION

## BONUS PAYMENTS

The gender pay gap regulations require organisations to report on male and female employees receiving a bonus and the gap in these payments. Sandwell College does not operate bonus schemes or such payments for staff so reporting requirements here are not applicable to the College.

## SUPPORTING COMMENTARY

Sandwell College is confident that male and female employees are paid equally for doing the same role at the College. The College continues to be committed to reducing the gender gap and providing equal opportunities for all staff.

Our mean Gender Pay Gap is 5.23%, a reduction to the figure reported of 6.28% in 2024, and 7.6% in 2023, and 8.3% reported in 2021 and below the national average for 2022 of 7%.

Our median gender pay gap at 8.05% shows continuing improvement from 8.47% in 2024 and 12% in 2023 and has almost halved since the reported figure of 15.08% in 2021.

## ACTIONS TAKEN

We have actively worked to address the gender pay gap through:

### ACTIONS TAKEN

Staff voice & engagement

Application of pay grades & scales

Talent development programmes & initiatives

Wellbeing & work/life balance initiatives

Workforce data analysis

Staff benefits review & enhancements

Flexible working practices & support

Training on inclusive recruitment practices

# FUTURE ACTION

We are committed to continually improve our practice and to reducing the gender pay gap, through tangible and sustained actions.



Equal pay for same or equivalent work and the use of pay scales and grades



Support for flexible working, wellbeing and work/life balance



Commitment to continuous professional development and fair and equal recruitment processes



Continued policy review and development



Workforce data analysis

We are fully committed to further our work in this area and fully recognise the benefits of our richly diverse workforce.

**I can confirm that the information in the statement is accurate and that the data has been calculated to the requirements of the equality act.**

**Lisa Capper (MBE)**  
**Principal & Chief Executive**  
**March 2025**

