

Warwickshire College Ltd Gender Pay Gap Report – 2025

We use our Gender Pay Gap Report to better understand our workforce and identify actions to improve any concerns relating to gender balance and pay equity.

The Gender Pay Gap measures the difference between average earnings of men and women across the organisation. It is difference from equal pay, which related to men and women being paid the same for the same of similar work.

Warwickshire College Ltd Gender pay mean average is 17.22%, which is an increase since 2024 from 14.43% but lower than 2023 which was 19.14%. The Gender pay median average is 15.32%, which is an increase from 8.34% in 2024. The median figure reveals that typically, or overall, female employees have lower pay than male employees. However, Warwickshire College Ltd undertakes biannual Equal Pay Audits which will tell us that there is not an issue linked to gender inequality with regards to how we pay our staff.

It is also imperative to note that this latter calculation is based on all contract types being placed together, hence a distortion to the true picture. Warwickshire College Ltd's figures are distorted by the fact that the majority of lower paid roles; domestic assistants, Learning mentors and administrators are females, who also work on a part time basis. The percentage gap can therefore be attributed to the fact that female members of staff make up the majority of our employees in all quartiles.

Employees	Male	Female	Total
	177	456	633

Pay	Male	Female	Difference
Mean	14.37	11.90	17.22%
Median	12.99	11	15.32%

Bonus	Male	Female	Difference
Mean	0	0	0%
Median	0	0	0%
Number Receiving bonus	0	0	0%
Percentage Receiving Bonus	0%	0%	

Pay	Male	Female	Male	Female
Upper (75-100%)	59	69	46%	54%
Upper Middle (50-75%)	34	95	26%	74%
Lower Middle (25-50%)	26	103	20%	80%
Lower (0-25%)	19	110	15%	85%
Totals	138	377		