

Gender Pay Gap Reporting Statement 2024

Context

From 2017, any UK organisation employing 250 or more employees must report on its gender pay gap in six different ways: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses, and the number of men and women according to quartile pay bands.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation. The mean gender pay gap is the difference between the mean hourly rate of pay of male relevant employees and that of female relevant employees. The median gender pay gap is the difference between the median hourly rate of pay of male relevant employees and that of female relevant employees.

Gender pay gap should not be confused with unequal pay. Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work or work of equal value, whereas the gender pay gap is a measure of the difference between the average hourly earnings of men and women. Colchester Institute is an equal pay employer.

Gender Pay Gap details

Our data is a snapshot as of 5th April 2024, when our workforce consisted of 437 women and 283 men. Our female to male percentage was therefore 60.69% to 39.31%. Our gender pay gap figure shows that Colchester Institute has a mean gender pay gap of 8.47% (against a gap of 17.7% in 2023) and a median gender pay gap of 21.04% (against a gap of 23.3% in 2023).

Whilst there is still work to do to reduce the gap further, this shows a notable reduction in both the mean and median pay gaps on the previous year.

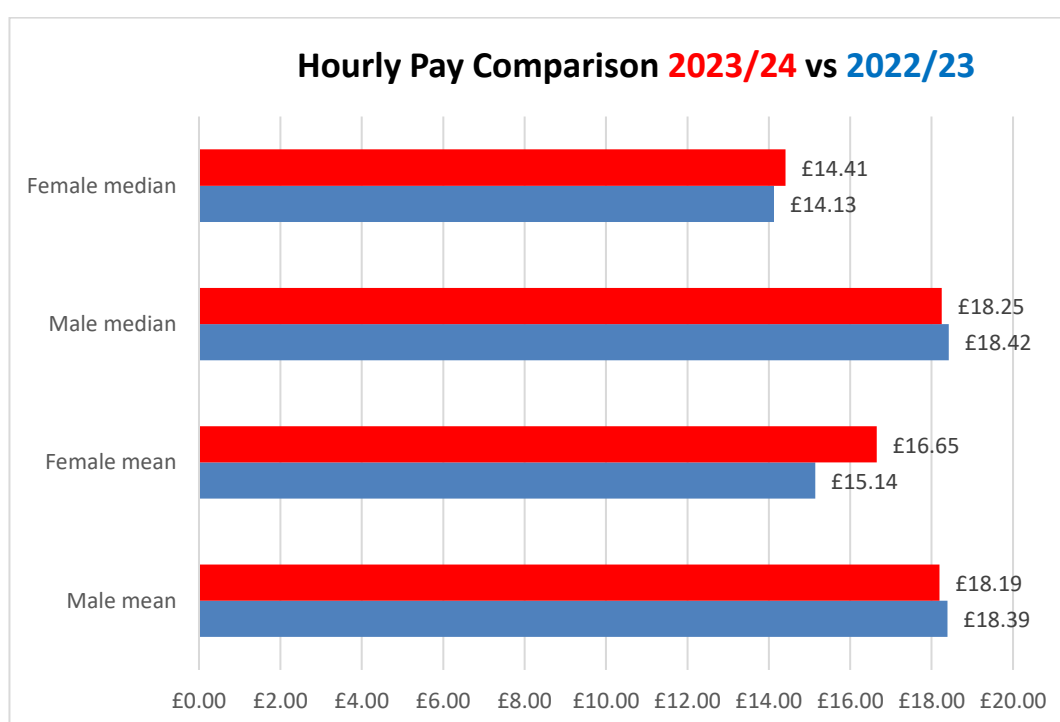
According to the Annual Survey of Hours and Earnings 2023 published by the Office of National Statistics, the national mean gender pay gap was 7.5%, just below 1 percentage point lower than the College figure.

Data and graphical representation of the figures for the past two years can be seen in tables 1 and 2 below.

1. Mean and Median Gender Pay Gap data as at April 2024 – Comparison with 2023 (data)

5th April 2024					5th April 2023		
Gender	Mean hrly rate £	Median hrly rate £			Gender	Mean hrly rate £	Median hrly rate £
Male	18.19	18.25	283	39.31%	Male	18.39	18.42
Female	16.65	14.41	437	60.69%	Female	15.14	14.13

2. Mean and Median Gender Pay Gap data as at April 2024 – Comparison with 2023 (chart)



Colchester Institute has a predominantly female workforce. This is a typical profile in many Colleges and has historically been caused by occupational segregation, where women have chosen to take up roles which offer part-time work to fit around caring responsibilities. Society at large has moved on with this with men now being in a position to take a more equal role in childcare or elder care. A key step to eradicating the pay gap in the College will be to build employment options at all levels of pay which allow women and men to fulfil family roles whilst working.

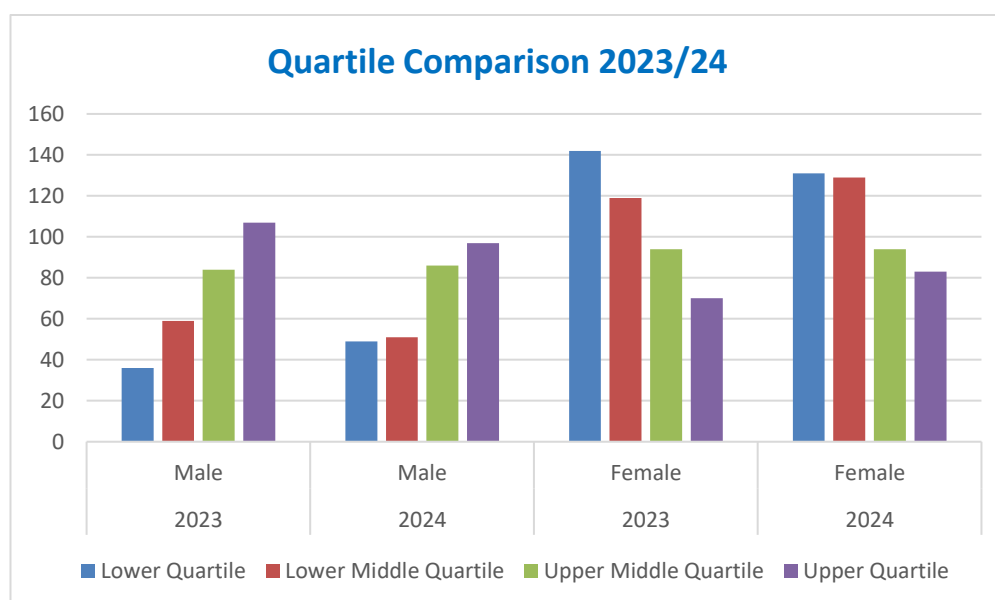
Gender Pay Gap Quartile Comparison 2023 and 2024

The College's gender pay gap data by quartile can be shown the table and chart below.

3. Gender Pay Gap – distribution by Quartile – 2024 and 2023 (data)

Apr-24				*	Apr-23			
Lower Quartile		Male	Female		Lower Quartile		Male	Female
Female	131	27.0%	73.0%		Female	142	20.0%	80.0%
Male	49				Male	36		
	180					178		
Lower middle Quartile					Lower middle Quartile			
Female	129	28.0%	72.0%		Female	119	33.0%	67.0%
Male	51				Male	59		
	180					178		
Upper middle Quartile					Upper middle Quartile			
Female	94	48.0%	52.0%		Female	94	53.0%	47.0%
Male	86				Male	84		
	180					178		
Upper Quartile					Upper Quartile			
Female	83	54.0%	46.0%		Female	70	60.0%	40.0%
Male	97				Male	107		
	180					177		
Total Full Pay Relevant Employees	720				Total Full Pay Relevant Employees	711		

4. Gender Pay Gap – distribution by Quartile – 2024 and 2023 (chart)



The Upper Quartiles continue to be predominately male and Lower Quartiles female. However, the number of females paid in the Upper Quartile has increased and the number of males in this group has decreased. Among females, there has been a shift from the lower quartile to the lower middle quartile. Conversely, there are now more males in the lower quartile than there were in 2023.

Taking action

We are committed to take steps to further reduce both our mean and median gender pay gaps.

We are prioritising the following areas for action to build gender pay gap analysis into our management processes, and to even out the gender balance at Colchester Institute:

- Continue to enable flexible working practices and flexible approaches to work patterns to include people with family commitments at all levels of seniority.
- Ensure transparency in pay and promotion criteria so employees are rewarded in line with their contribution.
- Pay due regard to the impact of new policies on groups specified under the Equalities Act 2010.
- Encourage the uptake of Shared Parental Leave.
- Share more information with our departmental leads, to provide increased insights and elicit possible solutions to their respective gender pay gaps.
- For continued positive action to translate through our recruitment practices encouraging applications from underrepresented groups.

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act (Gender Pay Gap Information) Regulations 2017.

Signed:

A handwritten signature in black ink that reads 'Alison Andreas'.

Alison Andreas
Principal and Chief Executive

April 2025