

Gender Pay Gap Reporting Statement 2025

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 2025, when our workforce consisted of 475 women and 272 men. Our female to male percentage was therefore 63.59% to 36.41%. Our gender pay gap figure shows that Colchester Institute has a mean gender pay gap of 10.6% and a median gender pay gap of 18.4%.

According to the Annual Survey of Hours and Earnings 2024 published by the Office of National Statistics, the national mean gender pay gap was 7.8%, while the median is 13.9%.

Colchester Institute's mean and median pay gaps are both above the national average, meaning that the difference in pay is greater than it is on average in other organisations.

Three years of pay gap data can be seen in the table below.

Apr-25				Apr-24				Apr-23			
Gender	Mean (hrly rate in £)	Median (hrly rate in £)		Gender	Mean (hrly rate in £)	Median (hrly rate in £)		Gender	Mean (hrly rate in £)	Median (hrly rate in £)	
Male	18.93	18.92		Male	18.19	18.25		Male	18.39	18.42	
Female	16.92	15.43		Female	16.65	14.41		Female	15.14	14.13	
Mean Gender Pay Gap				Mean Gender Pay Gap				Mean Gender Pay Gap			
10.6%				8.5%				17.7%			
Median Gender Pay Gap				Median Gender Pay Gap				Median Gender Pay Gap			
18.4%				21.0%				23.3%			
Lower Quartile				Lower Quartile				Lower Quartile			
Female	143	24.0%	76.0%	Female	131	27.0%	73.0%	Female	142	20.0%	80.0%
Male	44			Male	49			Male	36		
	187				180				178		
Lower middle Quartile				Lower middle Quartile				Lower middle Quartile			
Female	135	28.0%	72.0%	Female	129	28.0%	72.0%	Female	119	33.0%	67.0%
Male	52			Male	51			Male	59		
	187				180				178		
Upper middle Quartile				Upper middle Quartile				Upper middle Quartile			
Female	107	43.0%	57.0%	Female	94	48.0%	52.0%	Female	94	53.0%	47.0%
Male	80			Male	86			Male	84		
	187				180				178		
Upper Quartile				Upper Quartile				Upper Quartile			
Female	90	52.0%	48.0%	Female	83	54.0%	46.0%	Female	70	60.0%	40.0%
Male	96			Male	97			Male	107		
	186				180				177		
Total Full Pay Relevant Employees				Total Full Pay Relevant Employees				Total Full Pay Relevant Employees			
747				720				711			

The table above shows three years of data. It shows that the median pay gap is now smaller than it has been in the last three years, but the mean having reduced to 8.5% last year has increased to 10.6% in 2025.

There is a more equal balance of males and females paid in the upper quartile in 2025 than ever before, and an increase in the percentage of females making up of those paid in the upper middle quartile (from 52% to 57%). However, the percentage of females paid in the lower quartile is higher in 2025 (at 76% of the total) than in 2024 (73%) largely explaining the increase in the mean gender pay gap.

Our organisation is predominantly female. This is a typical profile in Colleges. Historically, and still today, women have been more likely to seek roles which offer part-time work to fit around caring responsibilities. The roles in the College which offer the most flexibility for staff to work hours that fit around school hours, school term-times and other caring responsibilities, are Learning Support Practitioners (LSPs). Whilst both men and women take up roles as LSPs, these roles, due to this flexibility are predominantly occupied by women. At the time of writing this report, there were 89 female and 12 male LSPs. LSPs are among the lowest paid roles in the College due to the lower level of responsibility than, for example, higher paid lecturing staff. This lower rate of pay and the large number of females occupying LSP roles, impacts both the mean and median pay gaps and explains the larger than average mean and median gaps.

Society at large is slowly changing, with men now taking a greater role in childcare or elder care than previously. A key step to eradicating the pay gap in the College will be to build employment options at all levels of pay which allow both women and men to fulfil family roles whilst working.

Bonus pay

In the relevant pay period, the College did not pay any bonuses. The proportion of women and men who were paid bonus pay was therefore 0% for both. Accordingly, there is no mean or median difference in bonus pay to report.

Taking action

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

We are prioritising the following areas for action:

- **Flexible working**

We will continue to promote flexible working arrangements and adaptable work patterns at all levels of the organisation, supporting employees with caring and family responsibilities and enabling progression regardless of seniority.

- **Pay and progression transparency**

We are strengthening transparency in pay structures, pay progression, and promotion criteria to ensure staff are rewarded fairly and consistently for their contribution.

- **Policy impact and equality**

We will continue to assess the impact of new and revised policies on protected groups in line with the Equality Act 2010, to identify and mitigate any unintended inequalities.

- **Family-friendly policies**

We will actively encourage the use of Shared Parental Leave and promote family-friendly policies that support a more balanced approach to caring responsibilities.

- **Review of pay arrangements**

We will review our pay framework to ensure it remains fair, consistent, and aligned with equal pay principles.

- **Leadership insight and accountability**

We provide departmental and senior leaders with clearer insight into their local gender pay gap data, enabling targeted action and informed decision-making.

- **Inclusive recruitment**

We continue to apply positive action through our recruitment practices, encouraging applications from under-represented groups and helping to reduce occupational gender imbalance.

Declaration

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

Signed:



Alison Andreas

Principal and Chief Executive

19 March 2026