

Gender Pay Gap Report 2025

Introduction

Gender pay gap reporting legislation requires, employers with 250 or more employees to publish calculations to illustrate the gender pay gap between the average earnings of male and female employees.

The census date is the 31 March of each year and the deadline for reporting the 31 March 2025.

1. What do we need to report?

We must report the following information:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each quartile pay band

2. Five-year comparison - Gender pay gap

The tables below show a summary of the Gender Pay Gap data for 2021, 2022, 2023, 2024 and 2025 based on the hourly rates of pay for all employees:

	MEAN		MEDIAN		TOTAL EMPLOYEES	
	Male	Female	Male	Female	Male	Female
31/03/2025	£20.71	19.17	£20.91	£17.51	274	534
	7.03%		17.48%		808	

	MEAN		MEDIAN		TOTAL EMPLOYEES	
	Male	Female	Male	Female	Male	Female
31/03/2024	£20.08	£18.88	£20.75	£17.50	266	536
	5.98%		15.67%		802	

	MEAN		MEDIAN		TOTAL EMPLOYEES	
	Male	Female	Male	Female	Male	Female
31/03/2023	£19.03	£17.50	£19.05	£16.43	261	516
	8.04%		13.75%		778	

	MEAN		MEDIAN		TOTAL EMPLOYEES	
	Male	Female	Male	Female	Male	Female
31/03/2022	£18.25	£16.91	£18.49	£15.96	263	555
	7.34%		13.68%		818	

	MEAN		MEDIAN		TOTAL EMPLOYEES	
	Male	Female	Male	Female	Male	Female
31/03/2021	£17.05	£15.98	£16.92	£15.04	276	583
	6.28%		11.11%		859	

3. Background information for the mean and median gender pay gap (2025)

3.1 The College has more females (66.09%) than males (33.91%) within its workforce and there has been a decrease in females of 0.37%, since 2024, in favour of males.

3.2 London South East Colleges employed 808 staff, of which 534 were females and 274 were males. There are more females within all the quartiles. The lower, lower middle and upper middle quartile are made of of largely females, these tend to be business support roles and teaching support roles, several of which are curriculum learning support and they are predominantly term time only positions. Term time only contracts are useful for working parents and those with children who require school holidays (13 weeks every year) leave for childcare responsibilities. These roles are assigned to job families and paid on appropriate salaries based upon the role and not the gender of the postholder.

3.3 The College is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. The gender pay gap emerges from the roles in which men and women hold within the College and the salaries attached to those roles.

3.4 The College salaries are based upon the AoC payscales.

3.5 Whilst there is a higher percentage of females at the lower, lower middle and upper middle quartile, within the upper quartile 53.47% were female which a positive number. Within the upper quartile within the Colleges it includes other Senior female members of staff. The College promotes flexible working and has a hybrid working policy in place which aids with caring responsibilities.

The median gender pay gap increased 1.81%, in favour of men, compared to the previous year (2024).

The mean gender pay gap increased by 1.05% in favour of men, compared to the previous year (2024).

The change in the median and mean pay gap is primarily attributable to the proportion of female employees within the lower and lower middle quartiles. This is largely driven by appointments to Learning Support Assistant (LSA) roles, which are predominantly part-time and term-time only.

The workforce profile indicates a higher concentration of female employees within the lower and lower middle pay quartiles. During the reporting period, workforce changes occurred across all quartiles, contributing to shifts in the overall pay distribution.

Within the lower quartile, six female employees left the organisation, while seven male employees joined. These changes were primarily within roles such as cleaning (now outsourced to TSS Cleaning Services), as well as invigilator, technician, and apprentice positions.

Movements within the upper quartile have also influenced the mean and median gender pay gap. In this quartile, two female employees left and four male employees joined. These roles included senior positions, such as director and lecturing posts, which typically attract higher rates of pay.

Overall, these staffing movements have contributed to the observed changes in both the mean and median gender pay gap.

4. Bonus gender pay gap (2025)

As per the Government Equalities Office guidance bonus payments include any reward related to:

- Profit sharing
- Productivity
- Performance
- Incentive
- Commission

In line with the Government guidance, allowances such as payments for extra responsibilities, acting up allowances, honorarium payments and recruitment and retention allowances are not in scope as a “bonus” payment.

During the period 1st April 2024 – 31st March 2025 no bonus payments were made.

5. Percentage of men and women in each quartile band (2025)

Gender	Number of Staff (2025)	% of M/F Per Quartile (2025)	Number of Staff (2024)	% of M/F Per Quartile (2024)	Number of Staff (2023)	% of M/F Per Quartile (2023)	Number of Staff (2022)	% of M/F Per Quartile (2022)	Number of Staff (2021)	5% of M/F Per Quartile (2021)
Lower Quartile Female	144	17.82%	150	18.7%	146	18.77%	144	17.60%	152	17.69%
Lower Quartile Male	58	7.18%	51	6.6%	49	6.30%	60	7.33%	63	7.33%
Total Number of Employees	202		201		195		204		215	
Lower Middle Female	148	18.32%	143	17.8%	143	18.38%	149	18.21%	157	18.28%
Lower Middle Male	54	6.68%	57	7.1%	52	6.68%	55	6.72%	58	6.75%
Total Number of Employees	202		200		195		204		215	
Upper Middle Female	133	16.46%	132	16.4%	126	16.20%	128	15.64%	147	17.11%
Upper Middle Male	69	8.54%	69	8.6%	69	8.74%	76	9.29%	68	7.92%
Total Number of Employees	202		201		195		204		215	
Upper Quartile Female	109	13.49%	111	13.8%	101	12.98%	131	16.01%	127	14.78%
Upper Quartile Male	93	11.51%	89	11.1%	93	11.95%	73	8.92%	87	10.14%
Total Number of Employees	202		200		194		204		214	

London South East Colleges undertakes benchmarking of its pay and the College embraces change. The College continues to implement more flexible working within our workforce via Hybrid Working, and this has enabled all staff including women to balance their careers in addition to any caring responsibilities.

6. Women in STEM

As an organisation we continue to engage with the Government's previous STEM initiative to increase the representation of women in our work force which will be in the upper middle and upper quartiles.

7. What is the College doing to address the gender pay gap?

The College is dedicated to further reducing the gap:

Actions include:

- Continually reviewing reward and increasing salaries for all pay spine ranges.
- Continuing to support flexible working, including hybrid working (where possible).
- Continued implementation of leadership and management programmes.
- Continued commitment to assisting with the career development of staff through initiatives such as Coaching and mentoring schemes for employees and succession planning.
- Continue to develop and implement diversity strategies – e.g. positive actions strategies for roles where there is under representation of women
- All employees have access to continual learning and development opportunities to support their preferred career pathway within London South East Colleges.
- Run positive recruitment campaigns to target any under representation.
- Continually reviewing our talent management programmes, promotion opportunities and rewards for staff.

As an organisation, we are determined to reduce the gender pay gap further and will work with the College Board and senior leaders to continue practices that will aim to reduce this figure in future years including – ensure recruitment campaigns use inclusive language to attract diverse talent structured interviews to minimise unfair bias, use gender-neutral language in adverts, diverse recruitment panels and use structured interviews for recruitment.

Signed:

Name: Dr Sam Parrett CBE, FCIPD (Chief Executive Officer) March 2026