

Gender Pay Gap

Gender Pay Gap – based on data from 31st March 2025

The College has produced the following information in line with the draft Equality Act 2010 (Gender Pay Gap Information) Regulations 2016.

The following data is based on the relevant pay period leading up to the snapshot date of 31st March 2025 ie March 2025 payroll. The data of hourly rates for employees was compiled. Where an individual member of staff has more than one contract the average of the rates was used.

The hourly rate was calculated by taking the monthly salary multiplying this by 7 and dividing it by the number of days within the relevant pay period, as defined in the legislation.

The required calculations were then undertaken.

The mean gender pay gap

The hourly rate pay data was split into males and females. The average hourly rate for each gender was calculated by totalling the hourly rates and then dividing them by the number of staff within that group. This gives two figures:

Mean hourly rate of pay of all full-pay relevant male employees **(A)**

Mean hourly rate of pay of all full-pay relevant female employees **(B)**

The final calculation is as follows:

$$\frac{(A-B)}{A} \times 100 = \text{mean gender pay gap}$$

Summary

Mean gender pay gap

| | |
|---|--------|
| Mean hourly rate of pay of all full-pay relevant male employees | Mar-25 |
| Mean hourly rate of pay of all full-pay relevant female employees | £20.09 |
| Difference | £19.30 |
| | £0.79 |

Mean gender pay gap as a percentage **3.93%**

Conclusion men are paid on average more than women by 3.93%

The median gender pay gap

Summary

Median gender pay gap

| | |
|---|--------|
| Median hourly rate of pay of all full-pay relevant male employees | Mar-25 |
| Median hourly rate of pay of all full-pay relevant female employees | £22.33 |
| | £19.47 |

Median gender pay gap as a percentage **12.81%**

Conclusion men are paid on average more than women by **12.81%**
Median pay rate for all full pay relevant staff **£21.00**

Salary quartiles

| Salary Quartile | Total | Male | Female | % Male | % Female |
|-----------------------|-------|------|--------|--------|----------|
| Lower quartile | 245 | 60 | 185 | 24.49 | 75.71 |
| Lower middle quartile | 246 | 73 | 173 | 29.67 | 70.33 |
| Upper middle quartile | 245 | 87 | 158 | 35.51 | 64.49 |
| Upper quartile | 246 | 81 | 165 | 32.93 | 67.07 |

Key Observations

- Solihull College and University Centre operates grading structures that apply to both female and male staff and there is no differential between vocational areas that may be gender prevalent.
- Pay gap analysis has been carried out with two significant groups of staff – fulltime and fractional lecturing staff and the business support staff group. The pay gap was under 0.2% for teaching staff and 1% for support staff. Furthermore, hourly paid teachers are all paid at the same rate. In terms of management staff at the College and the mean average hourly pay, male managers are paid on average 11.83% less than female managers.
- The pay gap is largely explained by the lower quartile profile, which has a 75.51% female profile, as opposed to no more than 64.49% in the upper middle quartile and 67% in the upper quartile.
- The pay gap would be addressed by ensuing equal representation of women and men in each of the quartiles.