



Gender Pay Gap Report 2024

Introduction

From 2017 onwards, the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires UK organisations with 250 or more employees, to publicly report the differences between the average earnings of men and women in the organisation.

The regulations require the College to publish the gender pay gap position at a 'snapshot date', which for the College is 31 March of each year. There are six specific ways in which the College is required to report this data:

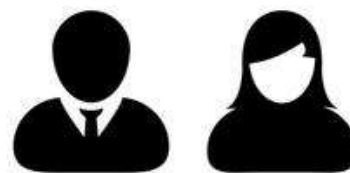
1. Mean gender pay gap: The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
2. Median gender pay gap: The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
3. Mean bonus gap: The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
4. Median bonus gap: The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
5. Bonus proportions: The proportions of male and female relevant employees who were paid bonus pay during the relevant period
6. Quartile pay bands: The proportions of male and female full-pay relevant employees in the lower, middle, upper middle and upper quartile pay bands, where "Lower Quartile" represents lowest salaries and "Upper Quartile" represents the highest salaries.

The gender pay gap is not the same as equal pay. Equal pay ensures that men and women receive equal pay for equal work whereas the gender pay gap analyses the differences in average hourly rates, across all levels of an organisation, to identify disparities in average earnings between men and women. The gender pay gap is calculated as percentage difference between the two rates; a positive percentage indicates that men receive a higher hourly rate than women whilst a negative percentage indicates that women receive a higher hourly rate compared to their male colleagues.

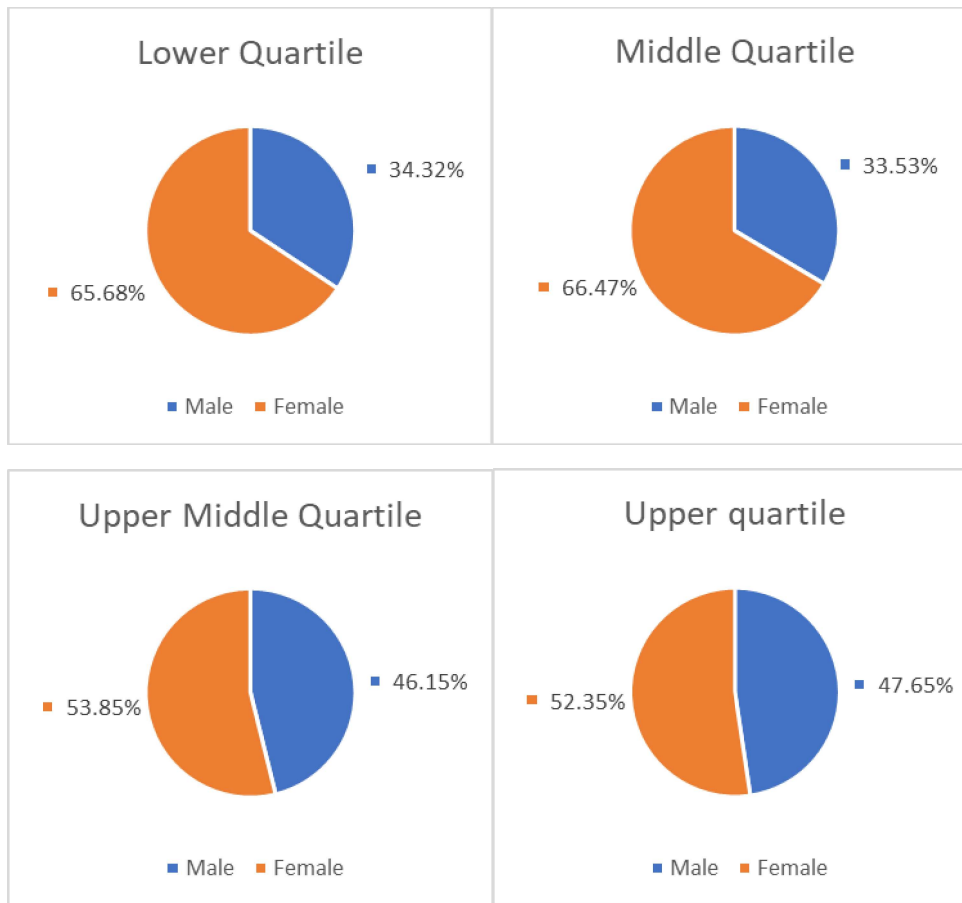
This report is based on staff numbers on a snap-shot date of 31st March 2024 with 678 staff across the Group, 404 females and 300 males.

Gender Pay Gap data findings:

Mean Gender Pay Gap	5.3%
Median Gender Pay Gap	5.2%
Mean Bonus Gender Pay Gap	35.9%
Median Bonus Gender Pay Gap	50.0%



Quartile Pay Bands



Proportion of employees receiving a bonus is:



5.7%



7.6%

Further comments:

- The Gender Pay gap has decreased from 7.0% to **5.3%**.
- According to the Office for National Statistics (ONS), the gender pay gap has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full-time employees, and in April 2024 it stands at 7.0%. For UCG, the gap has decreased but remains as we have a higher percentage of female staff in the lower middle and lower income quarters.
- Average pay gap across similar sectors (submitted as at 30th January 2025) is 10.18%.
- Unlike many other colleges the College of North West London directly employs their team of Housekeeping staff, who are predominantly female. If their salary information is removed from the data the Mean Gender Pay Gap reduces to **3.5%** and the Median Pay Difference is 3.5%.
- The College do not pay bonuses but for the purposes of this report staff awards and long service awards are to be included. The gap for Mean and Median are high as those who received the higher long service award were predominately males.

- The United Colleges group is committed in paying the London Living Wage to all staff and ensuring that staff employed by external contractors also pay this.

Director of Business Intelligence Information Systems & People