

Loughborough College

2025 Gender Pay Report

Introduction

Loughborough College (the "College") wants to ensure that all employees are rewarded fairly for the role they fulfil, irrespective of gender or any other protected characteristic. There is a legal requirement to identify differences in pay between male and female employees across the College as a whole, irrespective of job role.

The gender pay gap is defined as the difference between the average (mean or median) pay of men and women at all levels of the workforce as a whole. This is expressed as a percentage of men's earnings. According to data published by the Office of National Statistics (ONS), the overall mean gender pay gap nationally is 12.8%¹.

The College has over 250 employees and is therefore required to report its gender pay gap in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (the "Regulations"). This statement has been produced using the "snapshot date" of 31 March 2025 and by reference to the Regulations and associated guidance.

Overall Gender Pay Gap

Pay

For the pay period containing the "snapshot date", the College has a mean hourly gender pay gap of 12.72% and a median hourly gender pay gap of 18.18%.

The mean hourly pay gap has increased by 1.5% and the median pay gap has decreased by 2.56%.

1.

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2025>

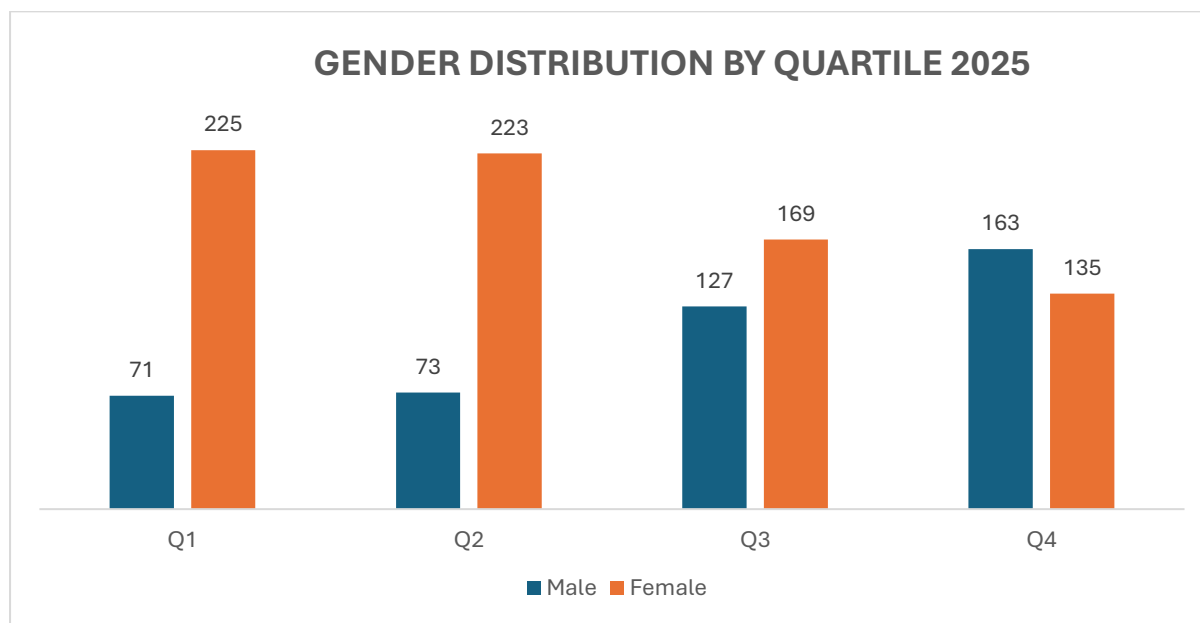
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Gender Distribution

In accordance with the Regulations, we have divided the total population of the workforce into four quartiles: the lower quartile, lower middle, upper middle and upper quartile pay bands.

Over the 12 months from March 24 to March 25 the College staff grew from 828 employees to 1186 employees, including sessional, part-time and full-time employees. In March 2024 the overall percentage split was 38% male and 62% female employees, In March 25 the overall percentage split was 37% male and 63% female employees.

The percentage of males and females within each quartile are shown in the below chart.



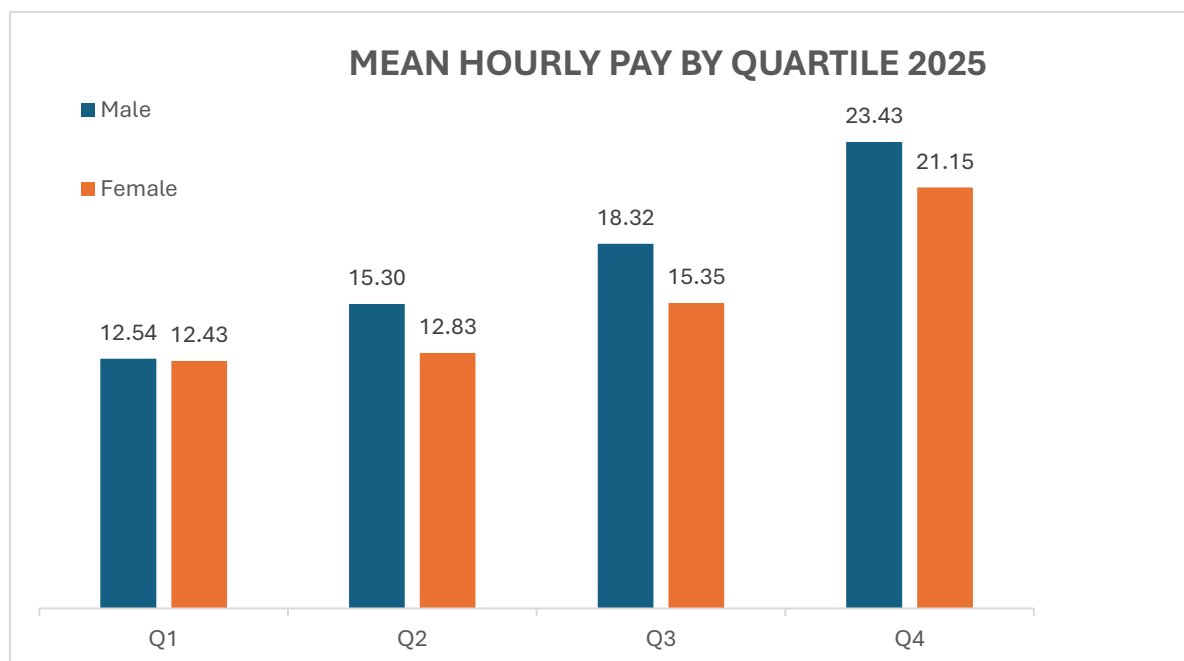
Band	Quartile	Male	Female
Q1	Lower Quartile	24%	76%
Q2	Lower Middle Quartile	25%	75%
Q3	Upper Middle Quartile	43%	57%
Q4	Upper Quartile	55%	46%

In comparison to 2024 snapshot data this gender split whilst the overall gender split has remained the same the data shows that there has been an increase in the percentage of males in the Lower and Upper quartiles and an increase in the percentage of females in the Lower Middle and Upper Middle quartiles.

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Gender Pay Gap by Quartile

The Gender Quartile distribution is comparable in the Lower Quartile. There are significantly more women in the Lower and the Lower Middle Quartile with the main roles being in the nursery and cleaning team. The table below shows the mean hourly pay gap for each Quartile. Male are paid more in the Lower Middle, Upper Middle and Upper Quartile.



Action Plan

The College believes that it is a fair employer and has established through the data that men and women are paid the same for the same roles undertaken. It carries out equal pay analysis to ensure that parity is maintained. The difference comes from the role profiles with the lower paid roles – cleaning and nursery being predominantly staffed by female staff. The College is aware that historically nursery and cleaning roles have often been carried out by women and that it will take time for attitudes to change. Since the last report, both the median and mean percentage shows that males are paid more than females.

Following the previous report, the College committed to and continues to:

- Actively encourage applications from male applicants for roles as nursery staff and cleaning staff to reflect the national population.
- Set up a female management program to encourage females to management roles and investigate barriers for female to take up management roles.

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- Continue to promote flexible working opportunities to all employees throughout the organisation and in wider recruitment.
- Introduce unconscious bias training for managers to ensure we maintain a fully inclusive culture.
- Ensure those involved in recruitment and promotion undertake appropriate training.
- Set up a Female STEM apprenticeship program together with other colleges to promote and encourage staff into STEM.
- Continue to review and set targets for all recruitment applications to ensure that that applications are representative of the local demographic.
- Promote role models in under-represented areas.
- Set Key performance targets for the next 5 years of the improvement the College wants to see reducing the gap.
- Review the job evaluation process and start collecting data of which roles are being evaluated.
- Development of a workforce development strategy and plan to ensure access to career development to all employees.

It is recognised that in August 2025 that the merger with SMB College Group to create the Loughborough College Group will have an impact upon the reporting figures for 2026, this data will be reviewed for a snapshot in March 2026 with a follow up analysis and action plan.

The College has over the last year achieved Investors in Diversity Silver Award accreditation and the work has had a positive impact.

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