

Gender Pay Gap Reporting

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 set out the requirement for all public sector bodies with over 250 employees to publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average (mean) and mid-point (median) earnings of men and women, expressed relative to the earnings of men.

Our Data

The data below is for all of our staff, full-time, part-time and hourly paid, who were employed by the Windsor Forest Colleges Group on 31st March 2025. At this “snap-shot” date, we employed 641 women and 291 men.

The data we are required to report is:

- Gender pay gap as a mean (average)
- Gender pay gap as a median (middle)
- Bonus gender pay gap as a mean (average)
- Bonus gender pay gap as a median (middle) Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay

Pay

Gender pay gap as a mean (average)

This measure is the difference between the mean (average) hourly pay of men compared with women

The mean hourly pay of men = £19.69

The mean hourly pay of women = £18.84

Gender pay gap as a mean = 4.31%

Gender pay gap as a median (mid-point)

This measure is the mid-point hourly pay – imagine you lined up all the staff (male and female separately) from the lowest paid to the highest paid in order and found the person standing in the middle of the line – we report their hourly pay.

The median hourly pay of men = £18.94

The median hourly pay of women = £16.64

Gender pay gap as a median = 12.14%

Mean (average) bonus gap

This is the difference between the mean (average) bonus paid to men and that paid to women.

Mean (average) bonus gender pay gap as a mean average = 0%* *no bonus gap to report

Median (mid-point) bonus gap

This is the difference between the median bonus paid to men and that paid to women.

Mean bonus gender pay gap as a median average = 0%*

*no bonus gap to report

Bonus proportions

The proportions of male and female relevant employees who were paid bonus pay during the relevant period.

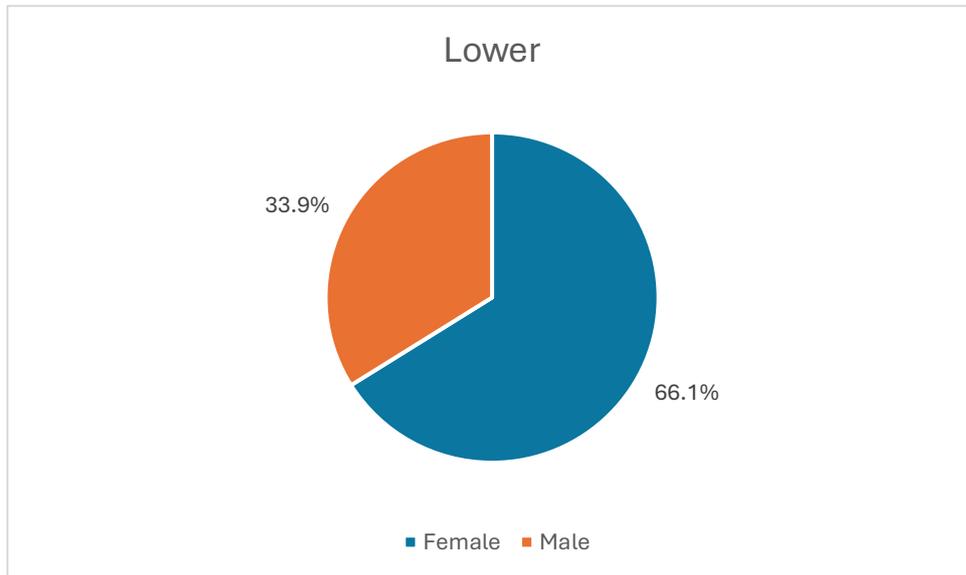
Proportion of males receiving a bonus payment = 0%*

Proportion of females receiving a bonus payment = 0%*

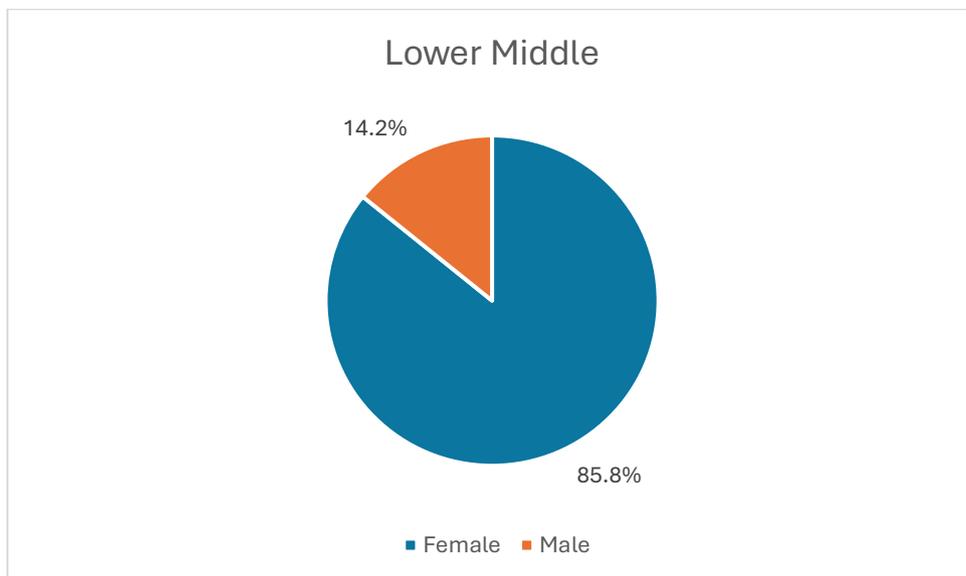
*no bonus gap to report

Quartile Pay Bands

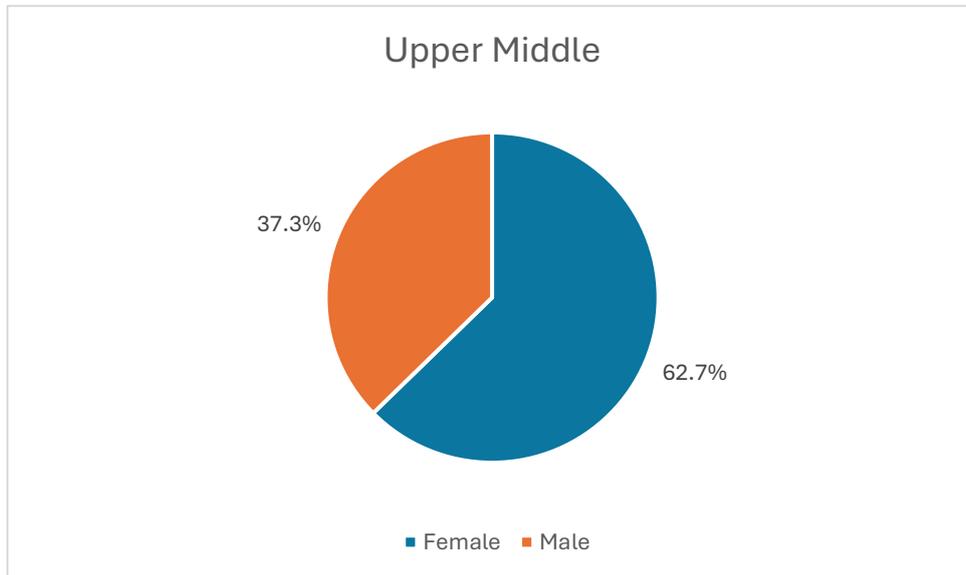
The charts below show the percentage of men and women employed in four equal pay bands.



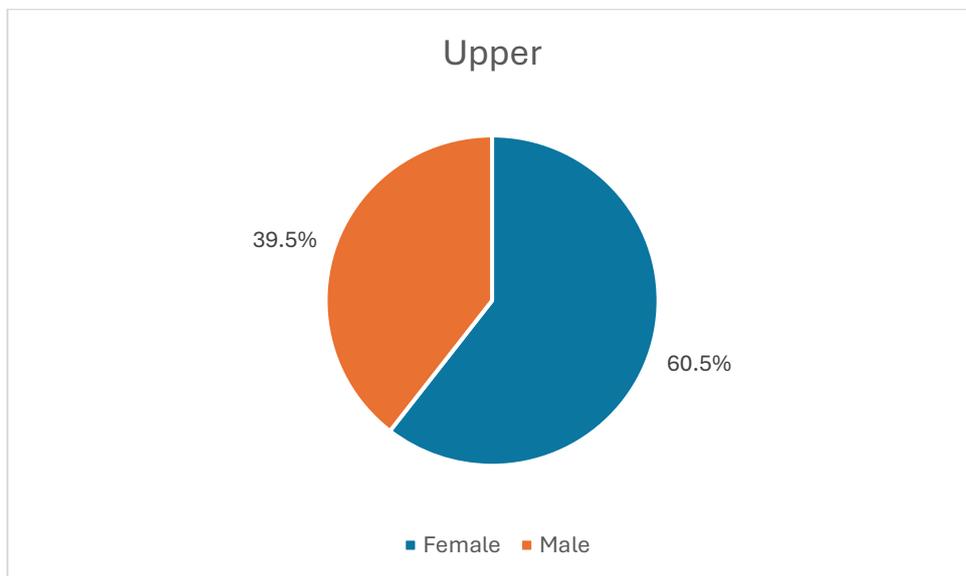
The proportion of men employed in this quartile has increased from 21.9% with females decreasing to 66.1%.



The proportion of men employed in this quartile has decreased from 22.0%, with females increasing from 78.0%.

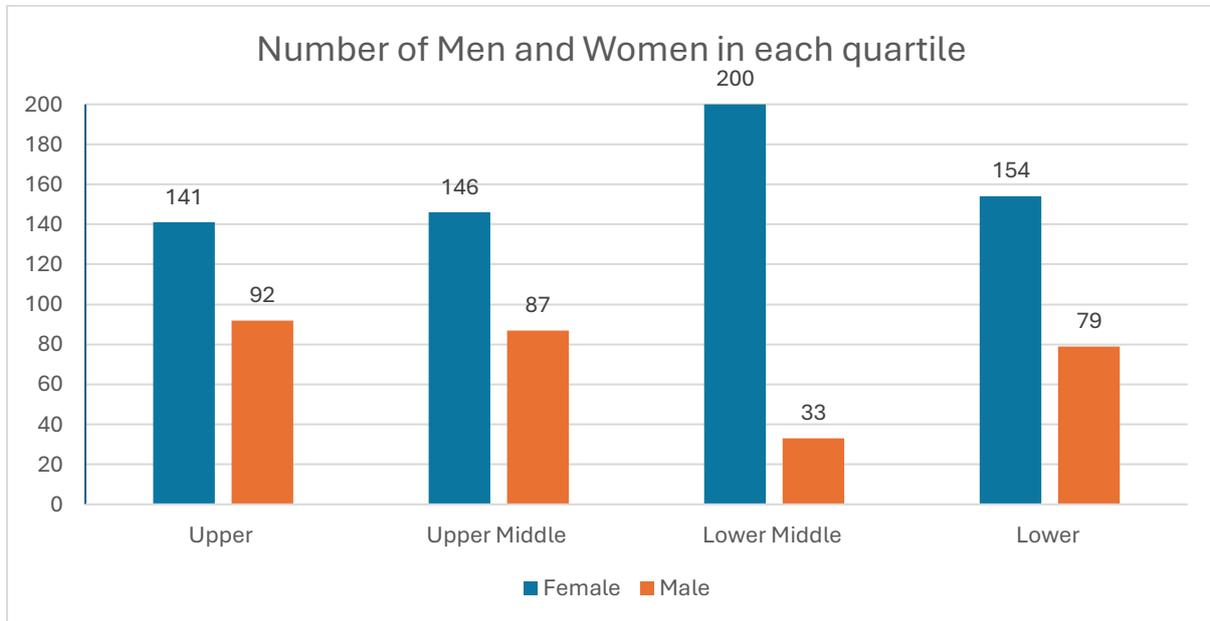


The proportion of men in this quartile has increased from 32.6%, with females decreasing from 67.4%.



The proportion of men in this quartile has increased from 36.0%, with females decreasing from 64.0%.

The number of staff by gender for each quartile is set out in the below chart.



What will we do to address the Gender Pay Gap?

The College continues to be committed to:

- Flexible working across all staff.
- Promoting our willingness to have conversations about flexible working, particularly amongst men.
- Ensuring positive imaging of our roles to attract both males and females.
- Support internal promotions and pay transparency.
- Looking at ways we can embrace hybrid working.