



**Coleg  
Gwent**



# GENDER PAY REPORT

Reporting period: March 2024

Please note that this report is also available in Welsh.



# WHAT IS THE GENDER PAY GAP?

Since 2017, if you are an employer who has a headcount of 250 or more on your 'snapshot date' you must comply with regulations on gender pay gap reporting. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This specific date is called the 'snapshot date'.

The duty of reporting is also in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

By definition, the gender pay gap is as follows:

"The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce."

GOV.UK (2020)

Other important terms to be aware of are:

## Median pay gap:

The median pay gap is the difference in pay between the middle-ranking woman and the middle-ranking man.

If you place all the men and women working at a company into two lines in order of salary, the median pay gap will be the difference in salary between the woman in the middle of her line and the man in the middle of his.

## Mean pay gap:

The mean pay gap is the difference between a company's total wage spend per woman and its total spend per man.

The number is calculated by taking the total wage bill for each and dividing it by the number of men and women employed by the organisation.

## Pay gap v equal pay:

The gender pay gap is not the same as unequal pay.

Unequal pay is giving women less than men for the same work. That has been against the law since the Equal Pay Act was introduced in 1970.

This report will consider the gender pay gap data for Coleg Gwent, and more importantly identify and outline our commitment to improving this moving forwards.

## Our College

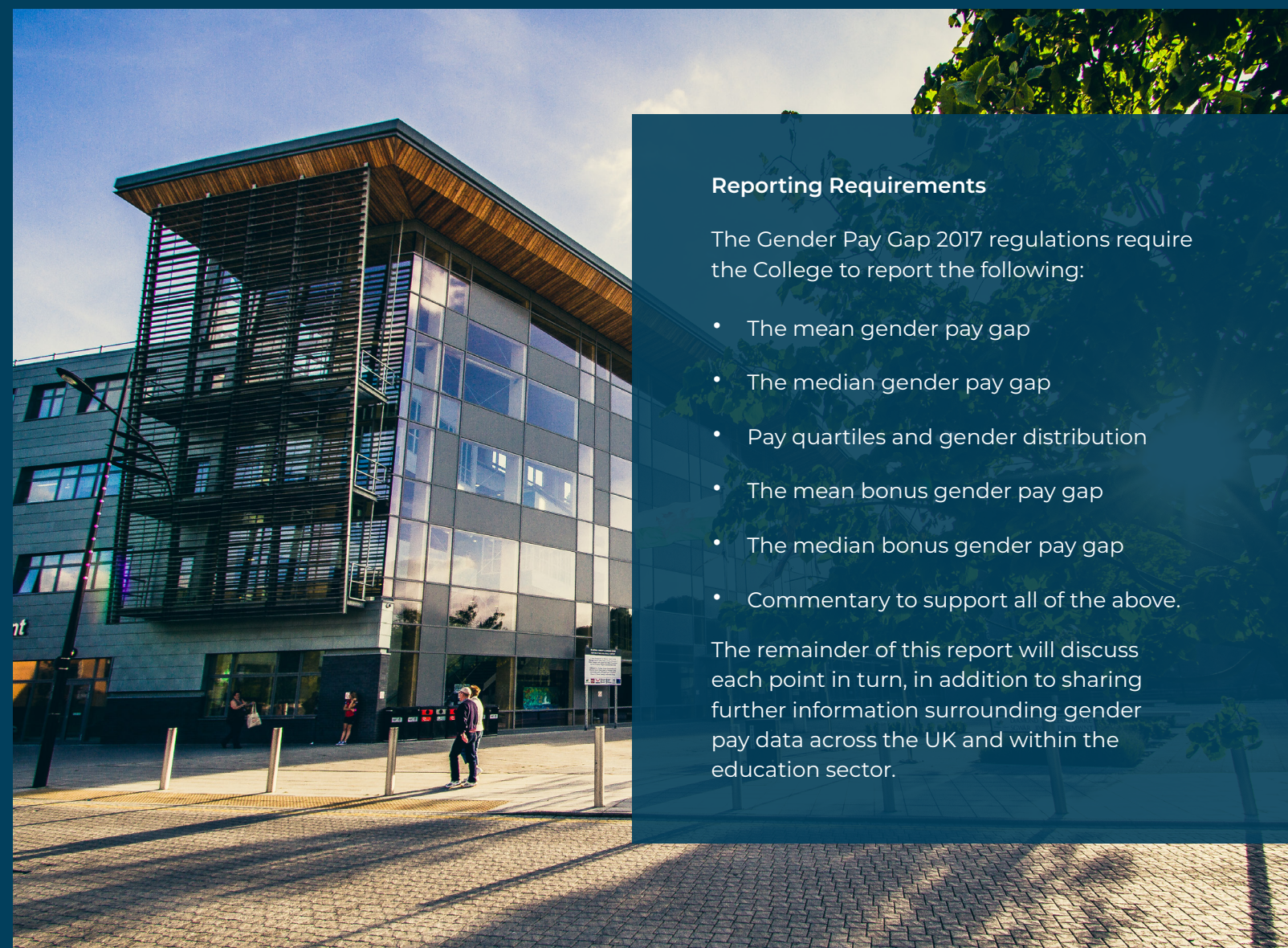
Coleg Gwent is Wales's largest further education college and operates across five campuses that are accessibly located within the boroughs of Blaenau Gwent, Caerphilly, Monmouthshire, Newport and Torfaen.

We are one of the best performing colleges in Wales, and in the coming years we want to continue to empower our learners, create prosperity in our communities, and provide more life changing opportunities.

Central to our vision, mission and core values is our commitment to diversity and inclusion. The college believes in being an inclusive and diverse organisation where all of our learners, colleagues and partners feel welcome, and one where our working environment and the services we provide reflect the diversity of the people and communities with whom we engage.

To successfully deliver our ambitions, we realise we must be proactive in removing the barriers which some people may face when accessing our services, including when seeking employment with us. We therefore ensure continually that our people practices are not only compliant, but are proactive and work in accordance with the Equality Act 2010.

Furthermore, through the College's Strategic Equality Plan, we set out to maintain a respectful community where both learners and colleagues can learn, develop and grow in a dignified and safe place. We recognise that the reduction of our gender pay gap will go some way in supporting us to achieve this and all other equality and inclusivity aspirations.



## Reporting Requirements

The Gender Pay Gap 2017 regulations require the College to report the following:

- The mean gender pay gap
- The median gender pay gap
- Pay quartiles and gender distribution
- The mean bonus gender pay gap
- The median bonus gender pay gap
- Commentary to support all of the above.

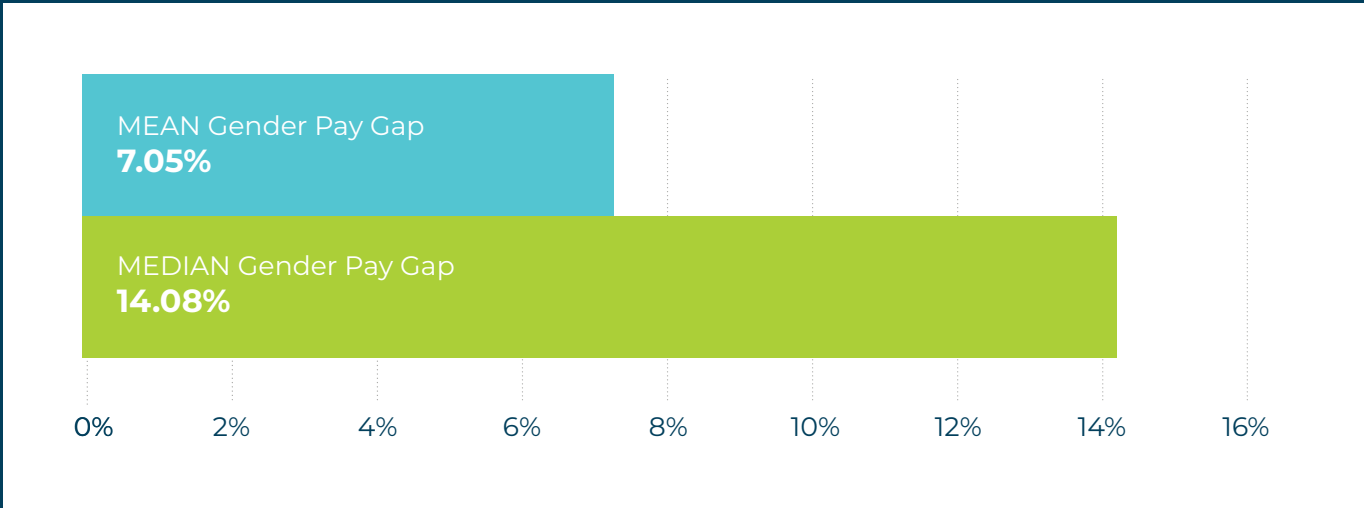
The remainder of this report will discuss each point in turn, in addition to sharing further information surrounding gender pay data across the UK and within the education sector.



Coleg Gwent's Gender Pay Gap

The bar chart below illustrates our overall mean and median gender pay gaps based on data as at 31st March 2024.

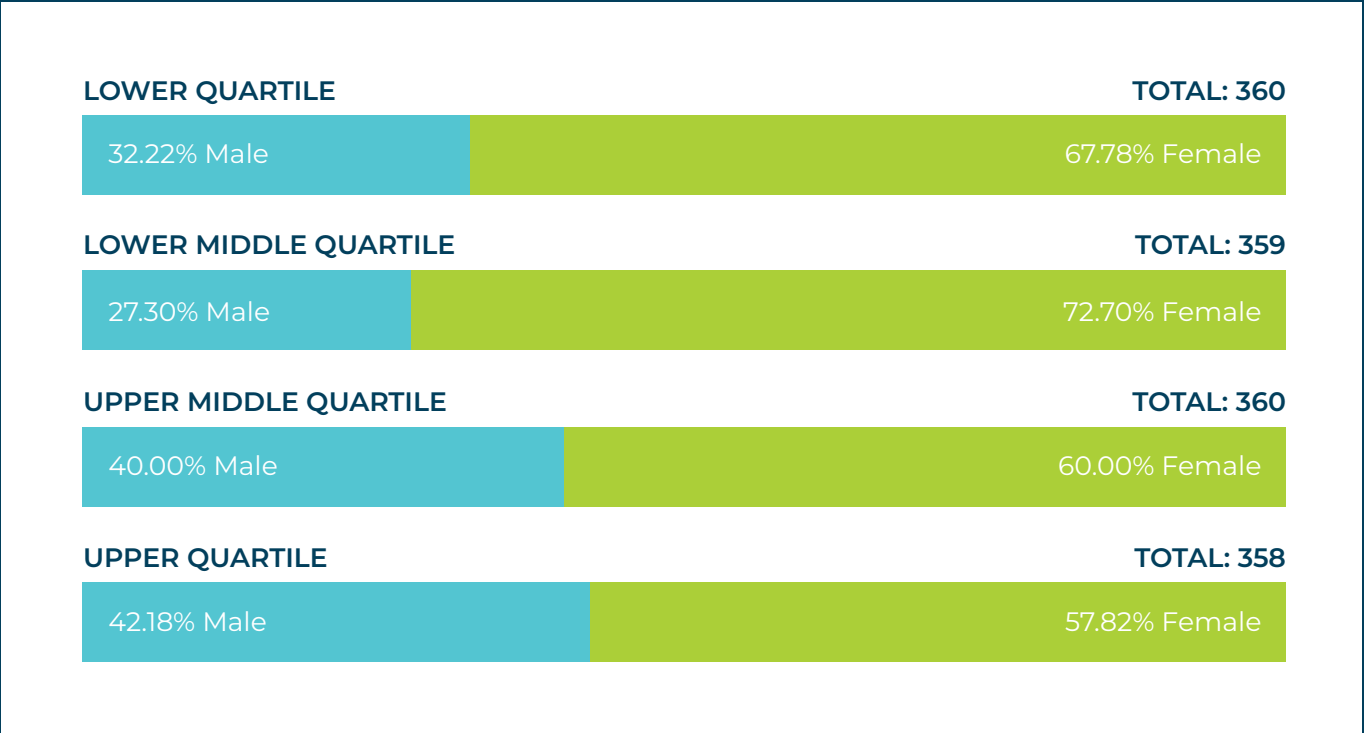
Figure 1:



Our Gender Pay Quartiles

The table below illustrates the gender distribution across the College in four equally sized quartiles according to pay bands based on data as at 31st March 2024.

Figure 2:



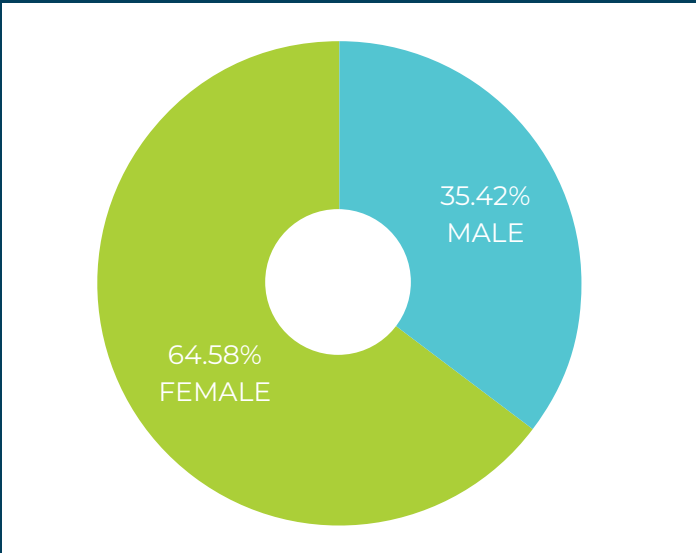
This shows that in our organisation, women make up:

- 57.82% of employees in the upper hourly pay quarter (highest paid jobs)
- 60.0% of employees in the upper middle hourly pay quarter
- 72.7% of employees in the lower middle hourly pay quarter
- 67.78% of employees in the lower hourly pay quarter (lowest paid jobs)

Our overall Gender Distribution across the College

The chart below illustrates our overall gender distribution based on data as at 31st March 2024.

Figure 3:





### Bonus Payments

As part of the statutory reporting obligations, employers are required to publish the gender pay gap found within their bonus payments.

There were no bonus payments processed during 2024 and therefore there is no requirement for the College to report a mean or median bonus gender pay gap.

### Our Gender Pay Gap Explained

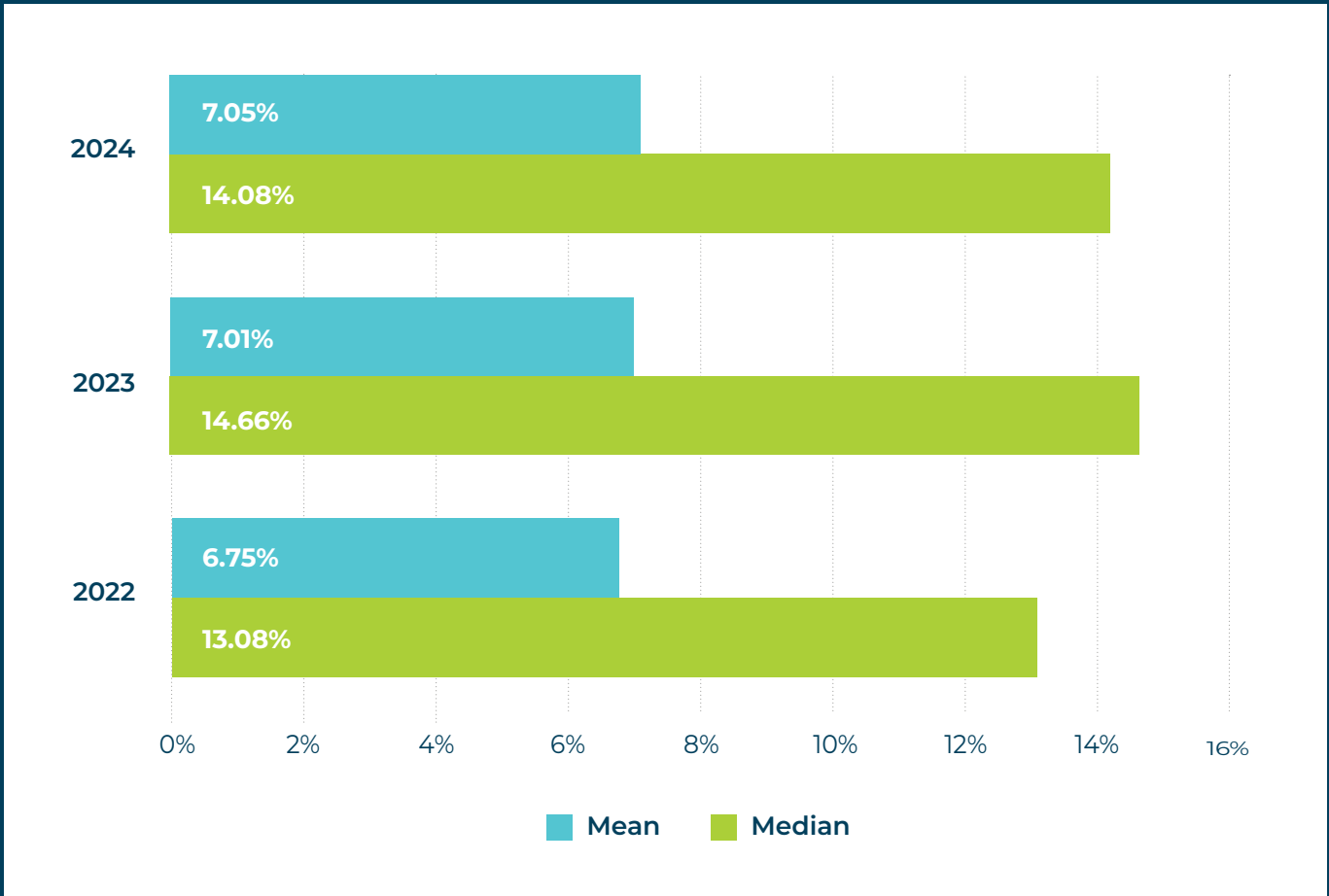
We value the diversity of our colleagues and are committed to creating a working environment that is inclusive to all. We are also confident that men and women are paid equally for carrying out equivalent roles across the College.

The analysis of our Gender Pay Gap of 7.05% (based on snapshot information dated 31st March 2024) is largely driven by the following:

- The College employs significantly more females than males overall (Figure 3).
- A large proportion of whom, occupy roles that fall within the lower and lower middle quartiles when assessed against their pay band.
- Typically, the roles that feature in the lower and lower middle quartiles include Learner Support, Customer Service, Administrators, Admissions and Student Services.
- Whilst not promoted by the College, the roles described above are often more stereotypically attractive to female workers.
- Many of the roles above also lend themselves to be carried out in a more flexible manner, which may also offer an explanation as to why a large proportion of our female workers also occupy roles that are on a part time or hourly paid basis.
- The College also has a very low turnover of staff and operates in accordance with nationally agreed pay scales, which will go some way in explaining only the slight variances in our gender pay gaps when making annual comparisons.



### Annual Comparisons



When reflecting annually, our gender pay mean % comparisons have remained relatively stable across the last three years.

As previously highlighted, this can be explained through low levels of turnover over the last three years. Gender distribution across the College has remained within 1% point.





## Our Commitment to improving the Gender Pay Gap

We will continue to regularly review and ensure our people policies and practices are fair, and this includes actively reviewing decisions around pay.

As part of this, we commit to:

### **Continue to review and implement initiatives that support Equality, Diversity & Inclusion (EDI)**

We will continue with the implementation of our Strategic Equality Plan, and wider people plans to further increase EDI at the College. We will continue to measure equal pay for men, women, and non-binary people in all positions and we will voluntarily publish our ethnicity pay gap by 2026 to build transparency and trust among our employees.

### **Continue to develop colleague awareness in relation to the importance of Equality, Diversity & Inclusion.**

We will continue to ensure that access to training is fair across the College. All managers will be supported in ensuring they are confident in openly communicating and advocating for positive and inclusive behaviours that should be demonstrated by all.

The College will also continue to drive awareness of the importance of Equality, Diversity and Inclusion through the following means:

- Externally invest in targeted outreach and work in partnership with Trade Unions via our social partnership consistently, ensuring that colleagues are informed, involved, and are treated fairly.
- Work across departments to promote International Women's Day initiatives across the college involving our Women Together staff affinity network and our Engineering and Construction teams.

### **Continue to implement consistently our processes for recruitment**

We will continue to review our recruitment and selection processes, with the aim of removing barriers to underrepresented groups. We will ensure recruitment practices are implemented consistently and objectively.

As part of our commitment to increase the diversity of our workforce, we provide a guaranteed interview to applicants who meet the minimum qualifying criteria for a job who are from a Black, Asian and Minority Ethnic community as well as those with a disability.

We will also ensure that new roles are advertised across a broad spectrum of platforms to reach the widest possible audience. Furthermore, we will ensure the diversity of panellists is considered when deciding who will be part of an interview panel as this helps in beginning to tackle unconscious bias and demonstrates our commitment to diversity.

### **Address the gender distribution in certain areas of the College**

The College recognises that further strategic marketing and advertising is required to specifically encourage more males to apply for what could be considered "non-traditional" roles. For example, lecturing roles in Care, Social Work, and Hair and Beauty. Likewise, the College will also be attempting to reach a larger female applicant pool for roles in Construction and Engineering.

### **Actively develop our talent pool**

We will develop a succession and talent management model that ensure promotions are based on potential and performance of women, disabled and ethnic minority representation including at the most senior levels of the College.

### **Actively encourage flexible working for all genders**

We will continue to actively encourage flexible and agile ways of working to ensure we can support our colleagues in achieving a positive work life balance.

We provide a range of flexible working support as well as support for working carers at the college via our Family Leave policy.

We are currently experiencing a time of change within the college and look forward reviewing the impacts of the next 12 months in our Gender Pay Gap report for 2026.

We confirm that the data reported within this document is accurate.



**Nikki Gamlin**  
**Principal/Chief Executive**  
**April 2025**





**Coleg  
Gwent**