



Coleg
Gwent



GENDER PAY GAP REPORT

Reporting period: March 2025

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:

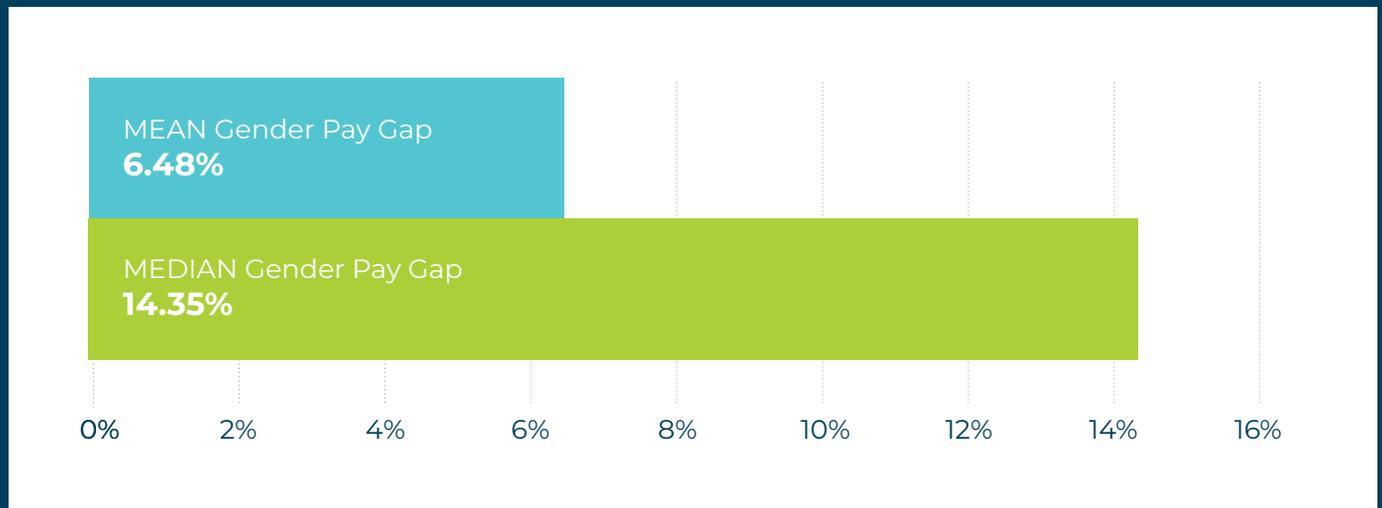
- The mean gender pay gap.
- The median gender pay gap.
- Pay quartiles and gender distribution.
- The mean bonus gender pay gap.
- The median bonus gender pay gap.
- Commentary to support all of the above.

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 2025.

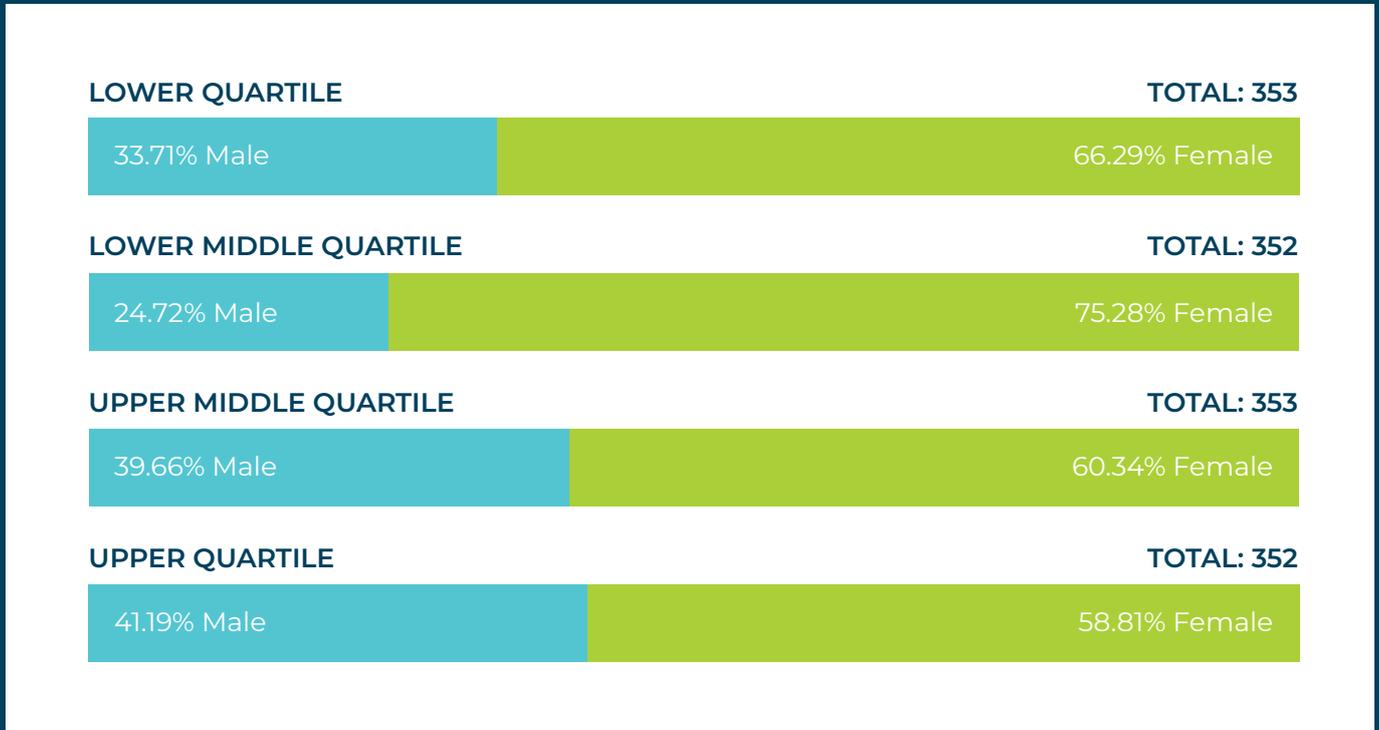
Figure 1:



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 2025.

Figure 2:



This shows that in our organisation, women make up:

- 58.81% of employees in the upper hourly pay quarter (highest paid jobs).
- 60.34% of employees in the upper middle hourly pay quarter.
- 75.28% of employees in the lower middle hourly pay quarter.
- 66.29% of employees in the lower hourly pay quarter (lowest paid jobs).

Our overall Gender Distribution across the College

Figure 3 illustrates our overall gender distribution based on data as at 31st March 2025.

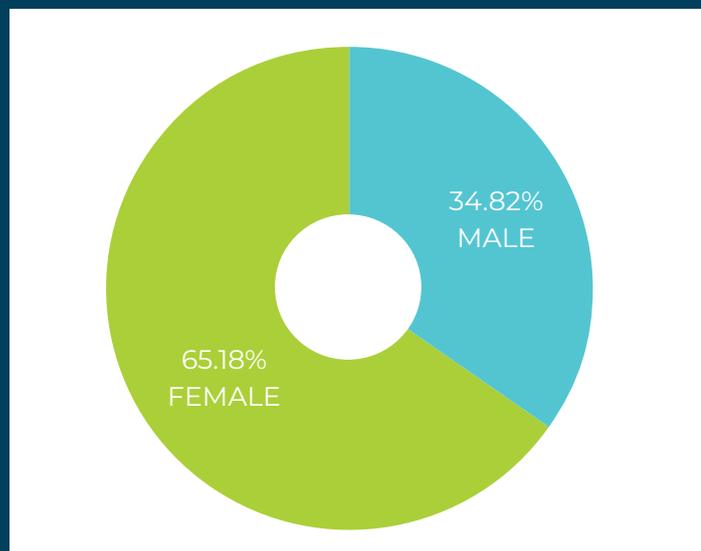


Figure 3:

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 2025 and therefore there is no requirement for the College to report a mean or median bonus gender pay gap.

Our Gender Pay Gap Explained

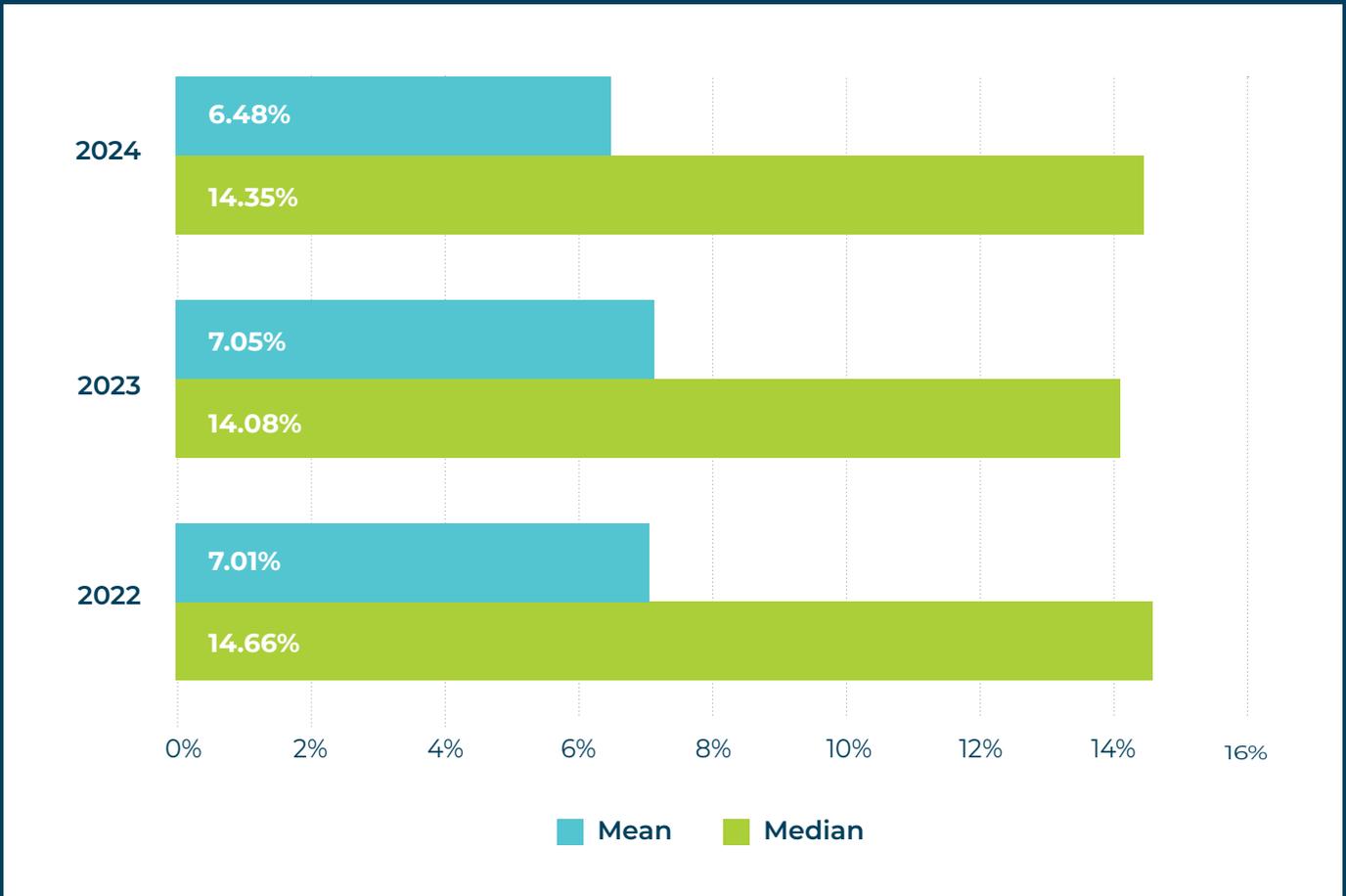
We value the diversity of our colleagues and are committed to creating a working environment that is inclusive to all. We are also confident that men and women are paid equally for carrying out equivalent roles across the College.

The analysis of our Gender Pay Gap of 6.48% (based on snapshot information dated 31st March 2025) 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



Coleg Gwent's mean and median gender pay gaps have remained relatively stable over the last three years, indicating no significant structural change in pay distribution between men and women during this period.

The mean gender pay gap has shown a slight downward trend in 2025, reducing by 0.57 percentage points compared to 2024. This suggests a modest improvement in the overall average hourly pay position between genders, though the change is incremental rather than substantial.

The median gender pay gap has remained consistently higher than the mean, reflecting differences in pay distribution across roles and grades rather than unequal pay for the same work. While the median gap reduced slightly in 2024, it increased marginally again in 2025. Overall, the median gap remains broadly consistent across the three-year period.

These factors mean that, while incremental progress is evident, significant shifts in the gender pay gap are unlikely without wider structural change, such as changes in role distribution, progression pathways, or targeted workforce interventions.



Ongoing Commitment

Coleg Gwent remains committed to addressing gender pay inequality through:

- Fair and transparent pay structures.
- Inclusive recruitment and progression practices.
- Flexible working and family-friendly policies.
- Ongoing monitoring and analysis of pay and workforce data.

The College will continue to use gender pay gap reporting as a key tool to inform action, promote equity, and support long-term improvement.

Coleg Gwent is committed to ensuring equality of opportunity, fair pay, and inclusive employment practices for all colleagues. We recognise that closing the gender pay gap requires sustained action to address occupational segregation, progression barriers, and representation across all levels of the organisation.

While our gender pay gap figures have remained relatively stable in recent years, this reflects low workforce turnover and consistent gender distribution across the College. We acknowledge that further progress depends on increasing the representation of women in higher-paid roles and sectors where they are currently underrepresented.

Our Actions and Commitments

To support continued progress in closing the gender pay gap, Coleg Gwent commits to the following actions:

Fair Pay and Transparency

We will continue to regularly review pay structures and decisions to ensure they are applied fairly and consistently. We will monitor equal pay for men, women, and non-binary colleagues and will voluntarily publish our ethnicity pay gap by 2027 to strengthen transparency and trust.

Recruitment and Progression

We will continue to review recruitment and selection processes to remove barriers for underrepresented groups, ensuring decisions are objective and consistently applied. This includes maintaining our guaranteed interview scheme for disabled applicants and applicants from Black, Asian and Minority Ethnic communities who meet the minimum criteria, advertising roles widely, and considering diversity when forming interview panels.

Recruitment and progression are not solely gender-specific issues but form part of our wider commitment to inclusion across the organisation. We will strengthen succession planning processes to focus on the development and progression of all genders within our organisational structure. By supporting equitable access to development opportunities and leadership pathways, we aim to improve representation at senior levels and reduce pay disparity, particularly within the upper pay quartile.

Developing the Future Workforce

We will continue to invest in targeted outreach and curriculum initiatives that encourage women to enter traditionally male-dominated, higher-paid sectors such as engineering, construction and automotive. This includes female-focused engagement events, partnerships with feeder schools, and the promotion of women-only learning opportunities, supporting longer-term workforce diversity and progression.

Inclusive Culture and Capability

We will continue to deliver our Strategic Equality Plan and wider people plans, including mandatory Anti-Racism training, manager development, and fair access to training and progression opportunities. Managers will be supported to promote inclusive behaviours and positive workplace cultures.

Partnership and Engagement

We will continue to work in social partnership with recognised Trade Unions and engage staff through affinity networks, including Women Together, to inform policy development and organisational practice. We will also continue to promote International Women's Day and related initiatives across the College.

Looking Forward

Coleg Gwent recognises that closing the gender pay gap is a long-term commitment. Through sustained action, partnership working, and targeted interventions, we remain focused on creating an inclusive workforce where progression, reward, and opportunity are determined by skills and experience, not gender.

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



Nikki Gamlin
Principal & Chief Executive
February 2026





**Coleg
Gwent**