

Gender Pay Gap Report 2026

Context

Preston College is a Further Education College in the North West of England. The College is committed to the fair treatment, reward and recognition of all staff including equal pay for work of equal value irrespective of gender. The College operates an open and transparent pay structure and has fair recruitment processes, policies and training to ensure there are no gender biases in pay for employees in the same job family group or in the recruitment of staff.

Under the Equality Act 2010 (Special Duties and Public Authorities) Regulations 2017, all organisations listed at Schedule 2 to the regulations that employ over 250 employees are required to report annually on their gender pay gap (GPG). The gender pay gap report is split across the following calculations;

- Pay as a mean average
- Pay as a median average
- Bonus pay
- Male and female pay split by quartile

The data used in this report shows the profile of the workforce at Preston College as of 31 March 2025.

The gender profile of the College workforce consists of considerably more women than men (64% female and 36% male) and reflects that of a typical FE College (64% female and 36% male according to the AoC College Workforce Survey 2020/21). The DfE Further Education Workforce Survey reported in 2023 66% of the workforce are female and 34% male.

Preston College Pay Data

The College's data prepared in line with the regulations described above is detailed in the following table.

Gender Pay Calculation	College Data
Average gender pay gap as a mean average	8.24%
Average gender pay gap as a median average	16.27%
Average bonus gender pay gap as a mean average	0%
Average bonus gender pay gap as a median average	0%
% of females who received a bonus	0%
% of males who received a bonus	0%



The **mean** calculation for the College is **8.24%**. The mean hourly rate of pay for all males included in the report is £19.29, whereas the mean hourly rate for females amounts to £17.70.

The **median** calculation for the College is **16.27%**. The median hourly rate for all males included in the report is £19.29, whereas the median hourly rate for females amounts to £17.70.

No **bonuses** have been paid, therefore the values for both the mean and median bonus gender pay gap is zero.

Pay Quartiles

Additionally, the regulations require employers to report the proportion of males and females divided into four groups from lowest to highest pay. These groups are referred to as 'Quartiles' and are determined by dividing the workforce into four equal parts. These are displayed in the following charts:-



The College's gender pay gap is contributed to by the College employing significantly more female staff than male staff across part time, term time only and lower paid roles most of which fall within Quartile 1 and Quartile 2 of the organisations gender profile. Female staff make up 81% of the College's Part-time employees.

Gender Pay Gap by Category

The College has undertaken further analysis this year of the gender pay gap by Contract Type, role type in Business Support and Full-time vs Part time.

Mean Gender Pay Gap by Contract Type	College Data
Business Support	2.31%
Academic	3.07%
Management	20.04%

Mean Gender Pay Gap by Business Support Role Type	College Data
Learner Facing Business Support	1.29%
Other Business Support	0.24%

Mean Gender Pay Gap by Full-time vs Part-time	College Data
Full-time	-0.73%
Part-time	0.31%

A figure with a minus percentage shows females are paid more than males on average in these categories.

Actions Taken

The College has taken the following key actions;

- All job roles are evaluated and benchmarked across the organisation to ensure fair and equal pay for the role and roles are advertised with no gender bias. The college also pays the Foundation Living Wage.
- Established hybrid working policy and procedure which supports work life balance.
- Flexible Working Policies and procedures.
- Regular Continuous Professional Development and training opportunities are provided to all staff through the College's staff development days. The opportunities are available to full and part-time staff.
- All staff are eligible to apply to take part in funded external staff development.
- Structured recruitment process which includes blind shortlisting, gender balance on recruitment panels, structured interviews are conducted.
- The college operates with transparency in regard to promotion and pay, including publication of salary scales to all staff and salary ranges including on vacancy adverts. Clear criteria are published so staff are aware of how to achieve pay progression each year.
- Opportunities for flexible working options, highlighted in all job adverts.
- Promotion of our suite of Family Friendly policies and procedures to all employees. Enhancement of pay above statutory, for Maternity, Paternity, Shared Parental Leave and Adoption Leave to support all staff with time off work to support their family. Provision of keeping in touch days during the period(s) of leave.
- Support for employees experiencing symptoms of the menopause.

Action Plan

The College's aim is to reduce the gender pay gap, whilst being mindful of the factors which are contributing to the gap. The College faces challenges which are a reflection of factors across wider society including; employing a higher proportion of Women, including a higher proportion of women in lower paid positions which tend to be term time only and/or part-time positions and fall in the lower quartiles.

The College commits to;

1. To continue to develop family friendly policies and to encourage staff of both genders to utilise these policies and flexible working arrangements as well as working towards normalising Shared Parental Leave. Male and female employees are able to access the College work life balance initiatives outlined in the family friendly procedures and managers seek to positively support flexible working requests.
2. To embed the Equity, Diversity and Inclusion Strategy 2024/27 to bring inclusion to the forefront of our processes, policies and decision making and to contribute to ensuring that all staff have equal opportunities regardless of their gender.
3. To continue to promote vacancies in gender neutral language to avoid reinforcing gender stereotyping and working further to advertise vacancies where possible as being open to individuals who require flexible or hybrid working. Continue to offer and support flexible working requests (where business needs allow).
4. Using technology to continue to develop our process of ensuring opportunities for training and development are delivered using a range of mediums to engage all employees inclusive of those who work part-time and those who work remotely.
5. To continue to develop Equity, Diversity and Inclusion training to contribute to the overall awareness of bias and the negative impact it can have on equality in the workplace.
6. To actively emphasise the transparency of pay and promotion through the College's Pay Principles Policy.
7. To continue to uphold fairness and consistency in pay related decisions and ensure all staff are aware of what is involved and how they can achieve salary increases and promotions.
8. Progress against the action plan will be monitored by the Equity, Diversity and Inclusion Group.