



Buckinghamshire
College Group



GENDER PAY GAP

2026 Report

INTRODUCTION

This report sets out Buckinghamshire College Group's Gender Pay Gap figures for the snapshot date of 31 March 2025.

The College welcomes the requirement to publish gender pay information and remains committed to transparency, fairness, and equity across all aspects of employment. To support this commitment, we aim to provide a clear and accessible explanation of our pay data and what it means for our workforce.

The gender pay gap shows the difference between the average earnings of men and women, expressed as a percentage of male earnings. It is not a comparison of pay for equivalent roles, but an indicator of workforce distribution and representation across different types of roles and levels of seniority. Understanding these patterns is essential to identifying where structural imbalances may exist.

The College's vision, as set out in Beyond Ambition (2023–2028), includes empowering and supporting our people to thrive and achieve personal and professional goals. Ensuring equity of opportunity is central to that commitment. Understanding and acting on pay data is an important part of this work.



EQUAL PAY VS GENDER PAY GAP

Equal pay means that men and women performing equal work must receive equal pay, as required under the Equality Act 2010. It ensures fairness at an individual job level.

The gender pay gap measures the difference between the average earnings of men and women across an organisation, expressed as a percentage of men's earnings. Unlike equal pay, it reflects structural patterns in the workforce, such as the types of roles and levels in which men and women typically work. This distinction matters because equal pay relates to individual fairness, while the gender pay gap highlights organisational level- trends that may require targeted action.

Buckinghamshire College Group remains committed to both: ensuring legal compliance and reducing structural inequality where it exists.

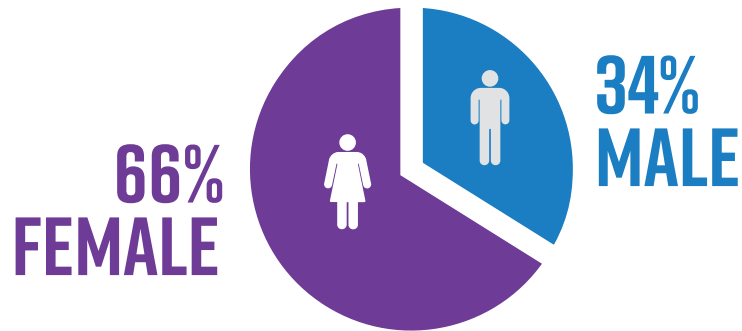


WHO IS COUNTED IN OUR GENDER PAY REPORTING

Most employees are included in the College's gender pay calculations, including permanent staff, fixed term staff, casual workers, and those with irregular hours, for whom a 12 month average is used. Basic pay also includes relevant allowances such as Industry Sector Payments (ISP)

Certain elements are excluded from the calculations, such as overtime, redundancy or termination payments, and noncash benefits provided through salary sacrifice schemes.

As of 31 March 2025, the College employed 407 staff: 34% male and 66% female, a profile consistent with previous years and with further education sector trends.



HOURLY PAY

The mean gender pay gap compares the average hourly pay of men and women. It is influenced by how pay is distributed across all roles, so a small number of higher paid positions, such as technical or specialist posts, can increase the mean gap.

In 2025, the mean gap was 8.0%, reflecting a higher concentration of men in specialist and technical roles compared with the previous year.

The median gender pay gap compares the pay of the middle earning man and woman and provides a clearer picture of typical earnings. In 2025, the median gap was 13.7%, an increase of 1pp from 2024. This shift was driven primarily by a rise in the proportion of men in the upper middle quartile (from 36% to 41%), placing more men just above the midpoint of the pay distribution.

Overall, our hourly pay data indicates that differences continue to be influenced by workforce composition rather than unequal pay for like for like roles.

Year	Mean Pay Gap	Median Pay Gap
2025	8.0%	13.7%
2024	5.6%	12.7%
2023	5.2%	16.7%
2022	2.2%	11.7%
2021	4.8%	15.7%

Office for National Statistics (ONS) reports that the predicted gender pay gap for the Education sector stands at 17.0% for the median and 12.1% for the mean. These estimates are drawn from ONS gender pay gap tables. Bucks College compares favourably with national Education-sector patterns, despite year-on-year structural shifts within our workforce.


BONUS PAY

Bonus payments remain rare across the College and therefore have very little influence on overall pay outcomes.

They cover a small number of awards, such as staff referrals, Beyond Ambition awards and long service awards, and are given to only a small proportion of staff. As bonuses are infrequent and vary in value, figures can fluctuate year on year and should be interpreted with caution.

The negative mean bonus gap reflects that the small number of bonuses awarded in 2025 were, on average, higher for women.

- Mean bonus gap: 26.32%
- Median bonus gap: 0%
- **2.0% of male staff and 1.5% of female staff received a bonus**



PAY QUARTILES

When analysing pay quartiles, staff are grouped from the lowest to the highest hourly rates and the male–female balance is reviewed within each quarter.

Women remain highly represented in the lower quartile, reflecting wider sector trends, while representation becomes more balanced in the upper quartiles. In 2025, the most notable shift was the increase in male representation within the upper middle quartile (41.2%), the band most influential on the median calculation. This movement contributed to the small rise in the median gender pay gap.

Quartile	Male	Female
Lower	19.6%	80.4%
Lower Middle	37.3%	62.7%
Upper Middle	41.2%	58.8%
Upper	39.6%	60.4%

These distributions highlight the importance of continued action to ensure women are supported into higher paid and specialist roles.



YEAR-ON-YEAR TRENDS

Mean Pay Gap

The mean gender pay gap has risen over the past three years, reaching 8.0% in 2025. This reflects workforce changes, including turnover and recruitment into technical and higher paid specialist roles where men are more represented.

Median Pay Gap

The median gender pay gap decreased significantly from 2021 to 2024 but increased slightly in 2025 to 13.7%. This shift is linked to increased male representation in upper middle band roles, rather than to within role pay differences.

Quartile Trend Observations

Women continue to be over-represented in lower pay quartiles, while male representation is strongest in the upper middle quartile. Over time, these gradual shifts indicate improving long term balance, although short term fluctuations can affect the median gap.



OUR COMMITMENT

In alignment with Beyond Ambition (2023–2028), we remain committed to reducing the gender pay gap further. We recognise that closing the gender pay gap requires sustained, long term action supported by transparent reporting and inclusive practices.

1. Building inclusive career pathways

- Expanding leadership development programmes
- Increasing access to progression routes for women through targeted support and sponsorship

2. Enhancing recruitment equity

- Embedding unbiased, competency based recruitment approaches
- Strengthening transparency in internal vacancy processes

3. Supporting flexible working

- Review hybrid and flexible options to support work–life balance
- Ensuring consistent application of flexible working arrangements across departments

4. Strengthening workforce insights

- Monitoring gender representation at all grades through improved analytics
- Reviewing pay and progression patterns through structured annual reporting

5. Embedding our values

Everything we do is aligned to our core values of Ambition, Innovation, Integrity, and Respect, ensuring that Buckinghamshire College Group remains a fair, inclusive, and supportive place to work.



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