

HSDC Gender Pay Gap Report 2025

In line with the Equality Act (Gender Pay Gap Information) Regulations 2017, organisations employing more than 250 staff are required to publish information annually about the difference between the average earnings of men and women.

The gender pay gap measures the difference between the average hourly pay of men and women across an organisation. It is important to note that the gender pay gap is not the same as equal pay. Equal pay relates to men and women receiving the same pay for the same or equivalent work. HSDC operates established pay frameworks and job evaluation arrangements to ensure that colleagues are paid fairly for the roles they undertake.

Gender pay gap reporting instead reflects the distribution of men and women across different roles and levels within an organisation.

The College has undertaken the required calculations based on the legislative methodology. The snapshot date for this report is 31 March 2025.

The required calculations include:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of men and women receiving bonus payments
- Proportion of men and women within each pay quartile

Gender Pay Gap Results

The College's results for 2025 are as follows:

- **Mean gender pay gap:** 12.94%
- **Median gender pay gap:** 25.70%
- **Mean bonus gender pay gap:** 0%
- **Median bonus gender pay gap:** 0%

The College does not operate a bonus scheme; therefore there are **no bonus payments included within the reporting period**.

Compared with the previous reporting year:

- The **mean gender pay gap has reduced slightly** from 13.77% to 12.94%.
- The **median gender pay gap has increased** compared with the previous year. Median measures can fluctuate where there are changes in workforce composition or role distribution across pay bands.

These figures reflect the overall structure of the workforce and the distribution of roles across different pay levels within the organisation.

Pay Quartile Distribution

Gender representation across pay quartiles is as follows:



Pay Quartile	Female	Male
Lower Quartile	81%	19%
Lower Middle Quartile	78%	22%
Upper Middle Quartile	68%	32%
Upper Quartile	58%	42%

This distribution demonstrates that women represent the majority of the College's workforce overall and are strongly represented across all quartiles. As with many organisations across the Further Education sector, women are proportionally more represented within professional services and support roles, which are typically concentrated within the lower and middle pay quartiles.

Men remain proportionally more represented in some higher paid specialist or leadership roles.

Encouragingly, women continue to represent a significant proportion of the upper pay quartile, demonstrating strong female representation within senior roles across the College.

Our Approach

HSDC is committed to promoting equality, diversity and inclusion and to ensuring fair and transparent employment practices.

The College regularly reviews its people practices ensuring that colleagues have fair access to opportunities for recruitment, progression and development.

Areas of ongoing focus include:

- Continuing to review recruitment processes to ensure inclusive practice
- Supporting career development opportunities across the workforce
- Maintaining fair and transparent pay structures and job evaluation arrangements
- Monitoring workforce data to identify trends and inform organisational improvement.

The College will continue to review its gender pay data annually and consider any further actions that may support a diverse and inclusive workforce.

Charlotte Nancarrow

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