

City of Portsmouth College Gender Pay Gap Report – Data Capture 31 March 2025

Our Commitment

Highbury College merged with Portsmouth College on 1 August 2021 to form the City of Portsmouth College, a new general further education College for the City of Portsmouth region. This Gender Pay Gap report captures the reportable data and information from the new City of Portsmouth College as at the reporting date of 31 March 2025.

The City of Portsmouth College is committed to ensuring a fair and transparent approach to pay and reward for all staff regardless of gender. This commitment is demonstrated through our People Strategy, in a number of ways.

Leadership & Culture

- Our people are diverse, they embody and embrace our culture, values and behaviours and are positive ambassadors for the College.

Reward & Recognition

- Our people regard our reward and recognition arrangements and fair and equitable.
- Our people are recognised for their skills, experience and personal contribution.
- Our offer enables us to attract, engage, motivate and retain a diverse and talented workforce.

Organisational Development & Design

- Our structures and staffing models are effective, efficient and sustainable, they enable career development and progression and are designed to support the College deliver our curriculum and achieve our future goals and outcomes.

Talent Development

- Our people develop and grow through career pathways that enable them to fulfil their potential and aspirations
- Our people are celebrated for their diversity, abilities and behaviours they bring to the College which support the achievement of our future goals and outcomes
- Our people create our future talent pipeline, enabling the College to deliver it's vision and strategic goals.

Understanding the Gender Pay Gap

The gender pay gap is a measure of the difference in average pay of men and women, regardless of the nature of their work. This is expressed as a percentage of men's earnings,

e.g. women earn x% less than men. A negative percentage indicates that women earn more than men.

The gender pay gap does not measure equal pay, which relates to the amount that men and women are paid for the same or similar jobs.

How are the median and mean pay and bonus gaps calculated?

The mean pay gap is a comparison of the average pay for a woman and the average pay for a man. The median pay gap is a comparison of the hourly rate of pay for the woman in the middle of the line if all our female employees stood next to each other in order of lowest hourly rate of pay to highest, and the hourly rate of pay for the man in the middle of the line if all our male employees did the same. Mean and median calculations are also carried out when comparing bonus pay over a twelve month period. The proportion of men and women awarded any bonus pay over that period is reported. Bonus pay calculations are not included in the CoPC Gender Pay Gap Report for this period as no bonuses were paid.

How are the pay quartiles calculated?

We also report the percentage of men and women in each pay quartile. Quartiles are calculated by listing the rates of pay for each employee across the College from lowest to highest, before allocating that list into four equal sized groups of men and women and calculating the percentage of men and women in each of these groups. The median and mean pay gap and quartile pay bandings are based on data from March 2025 only.

Details behind the Gender Pay Gap Numbers at the City of Portsmouth College.

Gender Pay Gap Reporting (31st March 2025)

	25-26	24-25	2023-24	2022-23	2021-22
Mean Gender Pay Gap	11.8%	16.4%	15.54%	16.95%	13.83%
Median Gender Pay Gap	26.0%	32%	32.28%	38.52%	27.37%
Mean Bonus Gender Pay Gap	0%	0%	0%	0%	0%
Medium Bonus Gender Pay Gap	0%	0%	0%	0%	0%

Quartile Data		Male					Female				
		2025-26	2024-25	2023-24	2022-23	2021-22	2025-26	2024-25	2023-2024	2022-23	2021-22
Lower Quartile		12.1%	15.33%	22.2%	14.81%	19.15%	87.9%	84.67%	78.8%	85.19%	80.85%
Lower Middle Quartile		28.1%	20.67%	28.9%	19.02%	24.73%	71.9%	79.33%	71.1%	80.98%	75.27%
Upper Middle Quartile		35.7%	41.33%	42.4%	36.20%	44.09%	64.3%	58.67%	58.6%	63.80%	55.91%
Upper Quartile		43.4%	44.3%	55.9%	41.72%	41.49%	56.6%	55.70%	44.1%	58.28%	58.51%

Key Findings from the Gender Pay Gap Report

1. Mean Gender Pay Gap: 11.8%

- The mean pay gap of 11.8% indicates that, on average, women earn 11.8% less than men across all roles in the organisation.
- This is a 5% improvement since 2024.

2. Median Gender Pay Gap: 26%

- The median pay gap of 26% shows that the pay difference between the middle-ranked female employee and the middle-ranked male employee is even larger. This suggests that a disproportionate number of women are positioned in lower-paying roles or lower salary bands.
- This is a 6% improvement since 2024

3. Quartile Distribution:

- **Lower Quartile (87.9% female):** A very high proportion of women are in the lower quartile, which suggests that women are overrepresented in the lower-paying jobs.
- **Lower Middle Quartile (71.9% female):** Similarly, a high percentage of women in the lower middle quartile indicates women are still predominantly in mid-level or lower-paying positions.
- **Upper Middle Quartile (64.3% female):** While the percentage of women in the upper middle quartile is more equal than in the lower quartiles this statistic alongside the mean and median data identifies that consideration should be given to the process regarding internal promotion and recruitment of females into higher level roles
- **Upper Quartile (56.6% female):** A slightly more balanced percentage of women in the upper quartile, though this still indicates that men dominate higher-paying senior roles.

Analysis of the Current Situation

- **Women's Overrepresentation in Lower Pay Bands:** Women make up a large proportion of employees in the lower quartiles, which indicates that they are underrepresented in senior or higher-paying roles.
- **Underrepresentation of Women in the Upper Quartiles:** The fact that women constitute less than 60% of the upper quartile indicates that men hold the majority of senior roles, which likely accounts for the higher pay in these categories. This could be due to slower career progression for women or unconscious bias in promotion processes.
- **Improvement in Mean and Median Data:** The mean and median data has improved and this could be aligned to the pay table introduction and the increase in NLW and the college's policy to ensure that the pay table and job family differentiation remain in place and we don't just increase the lower job families.

Action Plan for Reducing the Gender Pay Gap

1. Ensure blind recruitment is applied across all positions

○ **Actions:**

- Continuously review and adopt recruitment strategies to attract more women into higher-paying roles, particularly in senior positions.
- Ensure that blind recruitment has been adopted and that the interview assessment and shortlisting process enables the identification of any anomalies.
- Identify and address any barriers women face in terms of career progression, leadership opportunities, or promotions.
- Continue to ensure equal opportunities for training and mentorship programmes to support career development for women.

2. Strengthen Leadership and Mentorship for Women

○ **Actions:**

- Leadership training and networking opportunities to prepare women for senior roles.
- Amend the TDR process to identify and nurture staff with leadership potential and ensure they are given opportunities to progress within the organisation. Specifically focus on mentorship for women

3. Offer Flexible Work Options - Reduce gender disparities caused by caregiving responsibilities, which disproportionately affect women's career progression.

○ **Actions:**

- Monitor the outcomes from the implementation of a flexible working procedure along with guidance for home working and working from home is in place. Flexible working requests are considered at all levels across the organisation, and parameters around how this is implemented for all employees, particularly for women returning from maternity leave or balancing family responsibilities.
- Promote a culture where flexible working arrangements are normalised, whilst ensuring business need continues to be met whilst supporting the maintenance of a work-life balance.
- Monitor and data capture the application process for flexible working.

4. Promote a Gender-Balanced Culture

○ **Actions:**

- Provide training for all employees on unconscious bias and its impact on career progression.
- Regularly communicate the organisation's commitment to gender equality and its steps towards addressing the pay gap.