

## Gender Pay Gap Report March 2026 (reporting period March 2024-25)

The gender pay gap analysis includes data relating to employees at Gloucestershire College and Gloucestershire Professional Services. The workforce of 669 comprises of 212 **male (32%)** and 457 **female (68%)** employees, which is broadly reflective of the wider education sector.

### Gender Pay Gap

The College's mean gender pay gap is **17.5%** and the median gender pay gap is **21.1%**

### Quarterly Percentile

	Total in band	Male	Female
Q1 (highest)	168	56%	44%
Q2	167	32%	68%
Q3	167	24%	76%
Q4 (lowest)	167	15%	85%

### Summary

The quartile percentile splits shown above provide a breakdown of how many male and female employees there are in each quarter of the College's payroll.

The data shows that the predominance of female employees is greatest in the lowest quartile, and the male/female split narrows in each quartile above that. This directly relates to the popularity of different roles to male and female employees, as shown in our job application data, and is a trend mirrored in the education sector more widely. For example, there are many term time roles in the lower quartiles, due to job design and work requirements, and these positions do continue to attract more female staff than male. Conversely, most of the College's industry specialist roles fall into the higher quartiles and the majority of the College's growth areas, for example Construction, Cyber, Computing and Engineering, that require this industry specialism, are predominantly male occupied, both here at the College, more widely in the education sector, and in industry.

Our overall male/female split shows that we recruit high number of female employees and demonstrates no gender bias in the recruitment and selection process. We are proud of our inclusive professional development programme, and embedded support of flexible working, which supports accessibility of work, progression and work-life balance of all employees fairly and equitably. We revisit equality data at key points throughout the year, outside of gender pay gap reporting cycles, and make appropriate adjustments as part of our equality, diversity and inclusion framework.