

Kendal College

Gender Pay Gap Report 26th March (data set 31.03.2025).

Introduction

Kendal College is committed to fairness, transparency, and equality in the way it rewards and supports its staff. As part of this commitment and in compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 the College publishes an annual Gender Pay Gap Report detailing differences in average pay between men and women across the organisation.

It is essential to distinguish between two important concepts:

- **Equal Pay**
This refers to men and women receiving equal pay for performing the same or broadly similar work. Kendal College uses a structured and objective job evaluation system to ensure equal pay across all roles. Equal pay is a statutory requirement and an area where the College continues to demonstrate robust compliance.
- **Gender Pay Gap**
This refers to the difference in average (mean and median) earnings between all men and all women within the organisation. The gender pay gap is influenced by workforce composition, specifically, the proportion of men and women in senior roles and different types of work.

The Regulations require employers to publish six key metrics each year involving both pay and bonuses.

The six metrics are set out in the Regulations as:

1. the difference in the mean hourly rate of pay between male and female full-pay relevant employees (across all areas of the College)
2. the difference in the median hourly rate of pay between male and female full-pay relevant employees (across all areas of the College)
3. the proportions of male and female full-pay relevant employees in each of the four quartile pay bands.
4. the difference in mean bonus pay between male and female relevant employees (across all areas of the College);
5. the difference in median bonus pay between male and female relevant employees (across all areas of the College);
6. the proportions of male and female relevant employees who received bonus pay (across all areas of the College).

These allow the College and external stakeholders to better understand patterns, highlight areas for improvement, and track progress over time.

Data and Analysis

This report is based on a snapshot of all staff employed at Kendal College on 31 March 2025. At that point:

- Total staff: **290**
- Male staff: **98 (33.68%)**
- Female staff: **192 (66.32%)**

The College continues to have a predominantly female workforce, particularly in support, administrative, and term-time roles. The distribution of staff across role types, working hours, and salary grades has a measurable impact on average pay calculations.

Understanding the Gender Pay Gap

While the College ensures equal pay for work of equal value, the gender pay gap can still arise due to:

- More women occupy lower graded administration and support roles in part time and term time posts.
- A higher proportion of men in technical, estates, or specialist roles that may sit higher in the pay structure
- Staff distribution across managerial, professional, and academic grades
- Legacy employment patterns within the FE sector, which historically show higher female representation in administrative and pastoral roles

It is therefore possible for an organisation to have no equal pay issues while still reporting a gender pay gap. Kendal College's results reflect workforce composition rather than inequity in pay practices.

Gender Pay Gap Results 2024–2025

Mean Hourly Pay

	Male	Female	Difference	% Difference
Mean Hourly Rate	£18.53	£17.22	£1.31	7.06%

A mean pay gap of 6.95% indicates that, on average, men earn slightly more per hour than women. This is primarily driven by the greater proportion of male staff in higher-paid technical and managerial roles, compared to the higher proportion of women in lower-graded administrative or support positions.

Median Hourly Pay

	Male	Female	Difference	% Difference
Median Hourly Rate	£18.75	£17.68	£1.07	5.7%

The median pay gap of 5.7% reflects the midpoint of all hourly rates. The median is less influenced by extremes, therefore illustrating a more representative view of the “typical” employee. Again, the result reflects workforce distribution rather than unequal pay for the same work.

Pay Quartiles

Pay quartiles divide all staff into four equal groups based on hourly pay. The gender distribution within each quartile shows how men and women are represented across the pay range.

Number of Male and Female Staff in Each Quartile

Quartile	Male	Female
1st (Lower) – 73 staff	23	49
2nd (Lower Middle) – 72 staff	13	59
3rd (Upper Middle) – 73 staff	30	43
4th (Upper) – 72 staff	32	40

Percentage Split in Each Quartile

Quartile	% Male	% Female
Lower	31.94%	68.06%
Lower Middle	18.06%	81.94%
Upper Middle	41.1%	58.9%
Upper	44.4%	55.6%

Interpretation

- Women make up the majority in the two lower quartiles, which lowers the overall average hourly pay for women.
- Distribution becomes more balanced in the upper quartiles, with women increasingly represented in higher-paid academic and managerial roles.
- The College is starting to see positive shifts, with more women moving into senior and upper-middle positions, helping to narrow the long-term pay gap.

Bonus Pay Gap

	Mean Difference	Median Difference
Bonus Pay Gap	-1.04%	-5.81%

A negative bonus gap indicates that, on average, women received slightly higher bonuses than men during the reporting year. This reflects departmental bonus structures rather than pay inequality.

Gender	Percentage Receiving Bonus
Men	4%
Women	5%

More women received a bonus than men because bonus payments are predominantly issued in a department where women are the majority.

Further Explanation of Results

Several structural and sector-wide factors influence the College's gender pay gap:

Workforce Composition - Women are more likely to work in term-time, part-time, or support roles, which have lower annualised salaries. These roles are essential to college operations but sit in the lower pay quartiles.

Increasing Representation of Women in Higher-Paid Roles - The College continues to see an increasing number of women progressing into management, academic leadership, and professional specialist roles. This shift is gradually narrowing the pay gap at the upper levels.

Actions and Commitments - Kendal College is committed to reducing the gender pay gap and fostering an inclusive, equitable working environment.

Fair Treatment - We will continue to ensure fair treatment for all staff regardless of gender. Recruitment, promotion, pay, and appraisal processes are monitored to ensure they remain free from bias.

Equal Opportunities - Selection processes will remain transparent and objective, focusing on merit and potential. We continue to encourage diverse shortlisting and support internal progression for underrepresented groups.

Flexible Working - The College recognises the importance of work-life balance. Flexible working options will continue to be supported across roles and grades to ensure staff can balance career goals with personal responsibilities.

Job Evaluation - Our job evaluation and grading system ensures a fair, consistent structure for pay across the College. Roles are graded according to responsibility, skill, and impact, ensuring equity and transparency.

Ongoing Monitoring - Gender pay gap data is reviewed annually at senior leadership level. Findings inform workforce planning, recruitment strategies, and development programmes.

Conclusion

Kendal College remains committed to equality, fairness, and continuous improvement. The gender pay gap reported for 2024–2025 is influenced by workforce demographics, role types, and working patterns rather than unequal pay for equal work.

The College will continue to take active steps to promote gender balance across all grades, support progression for all staff, and review the impact of policies and practices to ensure they contribute positively to reducing the gap over time.