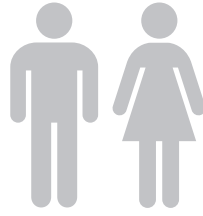


GENDER PAY REPORT 2025



INTRODUCTION

In line with government legislation MidKent College has completed its gender pay gap review for 2025. A Gender Pay Report is a statutory requirement for organisations employing more than 250 staff to complete on an annual basis. This is the ninth gender pay report completed by the College.

GENDER PAY

For staff employed on 31st March 2025 MidKent College reports a Mean gender pay gap of -11.64% and a Median gender pay gap of -19.57%, based upon the reporting principles as set out in the UK Government's methodology. The total workforce has increased to a headcount of 667 (2024 Headcount 581). In calculating these figures, the following were used: base pay, additional allowances, qualification payments, recruitment and retention payments etc.

Since the last report our Mean pay gap has decreased by 1.15% and the Median pay gap has increased by 4.68%.

For comparison the Mean UK Gender Pay Gap for 2025 is -11.2%, whilst the Median UK Gender Pay Gap in 2025 is 8.6%.

In analysing this information, MidKent College has found that it is driven by the following factors:

The majority of College pay structures were finalised and embedded in 2024. Appointment Salaries & Pay Progression guidance has been updated and re-published. A new Apprentice Trainer scale was implemented on 1st February 2025. The median pay gap has been affected by the following:

- a** 51.56% of the new male staff were appointed as Lecturers, 10.94% were appointed as Apprentice Trainers and 4.69% were appointed as Learning Support Assistants.
- b** 18.07% of new female staff were appointed as Lecturers, 4.82% were appointed as Apprentice Trainers and 22.89% were appointed as Learning Support Assistants. This assists with the increase of the median pay gap.
- c** Out of the 79 Learning Support Assistants (LSAs) employed on the 31st March 2025, 71 were female and 8 were male. This fuels the increase of the median hourly rate for women as it increases the number of female staff being paid at the lower rates moving the median hourly rate for women lower.

d Overall, 56.46% of staff appointed to roles at the College in the 12 months to 31st March 2025 were female.

e Over these 12 months, 69.24% of new male staff were appointed to grade E or higher paid roles. Whereas 41.47% of new female staff were appointed to grade E or higher paid roles.

f Of the staff appointed to Lecturer's roles in this time 70.83% were male. 63.64% of the new Apprentice Trainers were male. 86.36% of Learning Support Assistants were female.

In conclusion there are a range of different factors that have contributed to the increase in the median pay gap, rather than there being one significant factor such as overt sex discrimination.

Female Staff continue to be well represented in all levels up to and including senior positions, with women making up 64% of the Upper Middle Pay Quartile and 56% in the Upper Quartile.

Whilst more information has been included in advertising campaigns to encourage applicants to work part time in the FE environment and continue to work in their chosen vocational field, the number of male staff employed on part time contracts has remained at 32%. Whereas 59% of female staff are employed on part time contracts, an increase of 15% since the last report.

MidKent College remains committed to its policy to pay staff at least the "Real Living Wage" as opposed to the "National Living Wage". In February 2025, the cost-of-living increase saw the lowest pay point in the College increase to £12.60 per hour.

The Real Living Wage Foundation publish the updated real living wage hourly rates each November. Currently (November 2024) the recommended Real Living Wage for staff employed outside of London is £12.60 per hour (excluding Government set national apprenticeship rates).

On the 31st March 2025, the College employed 43 staff on the lowest Support Staff hourly rate (excluding apprenticeship rates) of £12.60. The next pay point in the Combined Grade is currently £13.15.

GENDER PAY

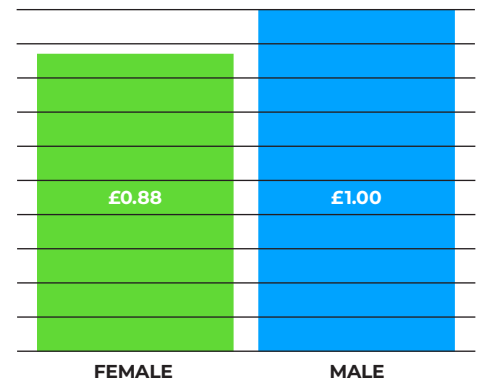
Mean Pay

Comparison of mean pay at the College shows that women are paid 11.64% less.

Hourly rate for women £18.31.
Hourly rate for men £20.72.

For every £1.00 that a man earns a woman earns 88p.

Female v Male earnings



Median Pay

Comparison of median pay at the College shows that women are paid 19.57% less.

Hourly rate for women £16.52.
Hourly rate for men £20.54.

Bonus Pay

MidKent College did not make any bonus payments to any staff employed on the 31st March 2025 or in the preceding 12 months.

Pay Quartiles – Gender Breakdown

Since the last report, the ratio of men and women in all of the quartiles has changed. The percentage of women employed in the Upper Quartile has decreased by 3%. Overall the percentage of male staff working at the College has fallen by 1%.

The quartiles are now split as follows:
69% of staff in the lower quartile are women (1% increase)

78% of staff in the lower middle quartile are women (1% increase)

64% of staff in the upper middle quartile are women (4% decrease)

56% of staff in the upper quartile are women (7% increase).

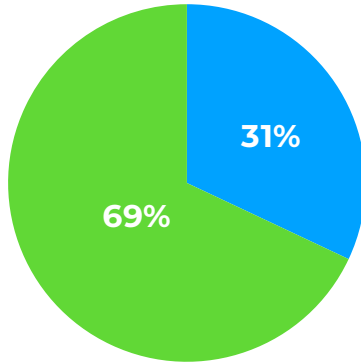
GENDER PAY REPORT 2025



Workforce Data

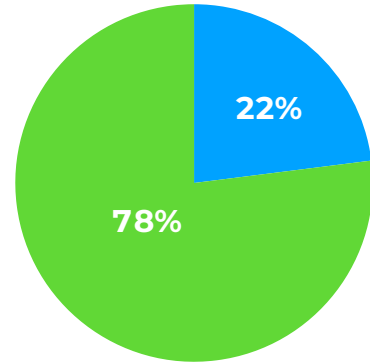
LOWER QUARTILE

FEMALE
MALE



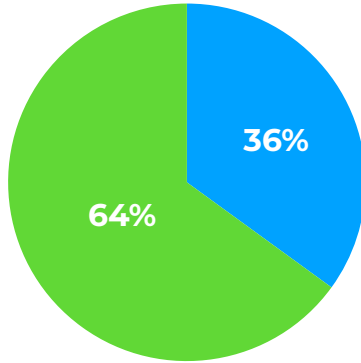
LOWER MIDDLE QUARTILE

FEMALE
MALE



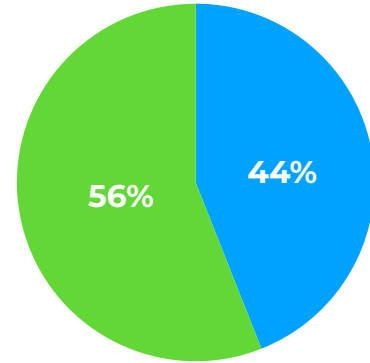
UPPER MIDDLE QUARTILE

FEMALE
MALE



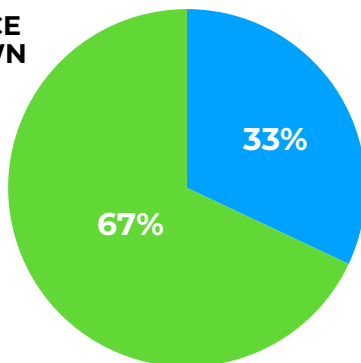
UPPER QUARTILE

FEMALE
MALE



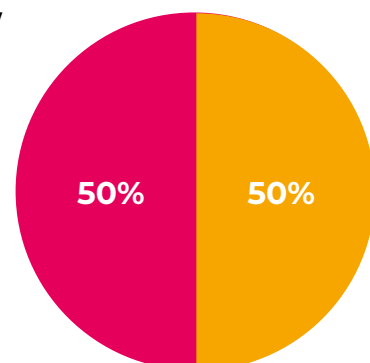
WORKFORCE BREAKDOWN

FEMALE
MALE



FULL-TIME/PART-TIME SPLIT

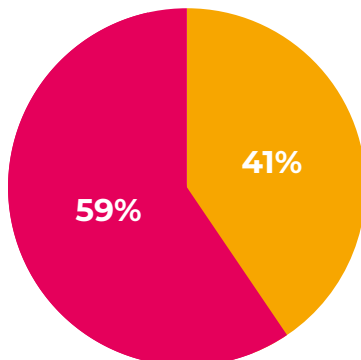
FULL-TIME
PART-TIME



Part-time Working Breakdown

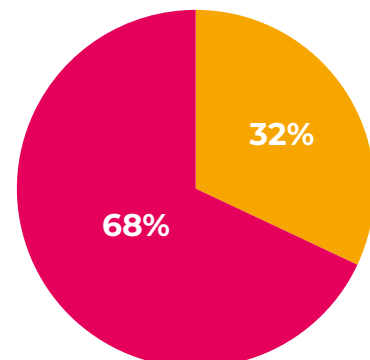
FEMALE STAFF

FULL-TIME
PART-TIME

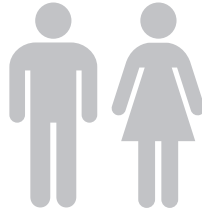


MALE STAFF

FULL-TIME
PART-TIME



GENDER PAY REPORT 2025



RECOMMENDED ACTIONS

1. Recruitment & Progression	Action: Improve recruitment practices to address gender imbalance in lower-paid roles.	Steps: <ul style="list-style-type: none"> • Review advertising wording to remove any gender biased language. • Provide refresher training for all hiring managers in inclusive recruitment. • Ensure interview panels are balanced and include accredited chairs. • Audit recruitment outcomes by grade and gender. 	Owner: Group Director of People, Deputy Director of People, People Business Partners, L&D.
2. EDI Training	Action: Review current training offering on unconscious bias, anti-harassment, and inclusive practices.	Steps: <ul style="list-style-type: none"> • Develop & review mandatory modules for all staff. • Include refresher training annually. 	Owner: People Officer – Learning & Development.
3. Monitoring & Reporting	Action: Continue annual Equal Pay Audits and monitor trends.	Steps: <ul style="list-style-type: none"> • Share findings with leadership. 	Owner: Group Director of People, Group People Corporate Business Partner.
4. Flexible Working	Action: Encourage flexible working for men to reduce gender perceptions.	Steps: <ul style="list-style-type: none"> • Promote flexible options in job adverts. • Encourage senior leaders to model flexibility. 	Owner: Exec Group, Managers, People Team.
5. Career Development	Action: Ensure equitable access to CPD and leadership programmes.	Steps: <ul style="list-style-type: none"> • Target 50/50 gender split and increased ethnic diversity. • Track participation and outcomes. 	Owner: Managers, L&D, People Business Partners.
6. Support for Returners	Action: Enhance support for staff returning from maternity leave or career breaks.	Steps: <ul style="list-style-type: none"> • Promote family friendly policies and flexible working options during recruitment. • Review recruitment practices to be returner friendly. 	Owner: Exec Group, Managers, Group Director of People, Recruitment & Onboarding Manager.
7. Family Friendly Policies	Action: Review and promote family-friendly policies.	Steps: <ul style="list-style-type: none"> • Encourage uptake through awareness campaigns. 	Owner: Exec Group, Managers, People Team.
8. Review Lower-Paid Role Recruitment	Action: Investigate if women are disproportionately recruited into junior roles.	Steps: <ul style="list-style-type: none"> • Analyse recruitment data by grade and gender. • Adjust outreach and selection criteria if needed. 	Owner: Group Director of People, Deputy Director of People, Recruitment & Onboarding Manager.