

Northampton College Gender Pay Gap Reporting

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations requires Northampton College, as a relevant public authority with 250 or more employees as at 31 March 2025, to publish details of its gender pay gap by 30 March 2026.

The information, which is based on the 'snapshot data' as at 31 March 2025, is published in accordance with the measures/definitions outlined below:

Definitions

Mean gender pay gap

The difference between the mean (average) hourly rate of pay of male employees and that of female employees

Median gender pay gap

The difference between the median (mid-point) hourly rate of pay of male employees and that of female employees

Mean bonus gap

The difference between the mean (average) bonus paid to male employees and that paid to female employees

Median bonus gap

The difference between the median (mid-point) bonus pay paid to male employees and that paid to female employees

Bonus proportions

The proportions of male and female employees who were paid bonus pay during the relevant period

Quartile pay bands

The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands

The difference between Equal Pay and Gender Pay Gap

Fundamentally, the principles of both gender pay gap reporting and equal pay are enshrined in reducing/removing pay differentials between male and female employees. However, it is important to note they are distinct in nature. Specifically, **equal pay** deals with the pay differentials between men and women who carry out the same jobs, similar jobs or work of equal value. The **gender pay gap** is a measure of the difference between men and women's average earnings across an organisation, expressed as a percentage of men's earnings.

According to the Office for National Statistics¹, the median gender pay gap in the United Kingdom, for all employees (part-time and full-time), as of April 2025, was 12.8%, down from 13.1% in April 2024. The ONS commentary notes that for part-time employees, the gender pay gap was negative 2.9% in April 2025, meaning that women in part-time employee jobs earned more than men in part-time employee jobs. This was a decrease from April 2024, where it was negative 3.0%.

¹ [Gender pay gap in the UK - Office for National Statistics](#)

Northampton College's Gender Pay Gap Statistics

Mean (average) gender pay gap

Snapshot Date	Female Hourly Rate of Pay	Male Hourly Rate of Pay	Difference (%)
31 March 2025	17.75	20.15	11.91%

Median (mid-point) gender pay gap

Snapshot Date	Female Hourly Rate of Pay	Male Hourly Rate of Pay	Difference (%)
31 March 2025	16.77	18.86	11.08%

Quartile pay bands

Snapshot Date	Top quartile		Upper Middle Quartile		Lower middle quartile		Lower quartile	
	Female	Male	Female	Male	Female	Male	Female	Male
31 March 2025	45.45%	54.55%	65.66%	34.34%	66.06%	33.94%	86.75%	13.25%

Mean (average) bonus gap

Snapshot Date	Female mean bonus payment	Male mean bonus payment	Difference (%)
31 March 2025	2100	2300	8.70%

Median (mid-point) bonus gap

Snapshot Date	Female median bonus payment	Male median bonus payment	Difference (%)
31 March 2025	2000	2500	20%

NB A positive figure denotes that women earn on average less than men and, conversely, a negative figure denotes that women earn on average more than men.

Bonus Pay Statistics

Bonus proportions

Snapshot Date	Percentage of females who received bonus pay	Percentage of males who received bonus pay
31 March 2025	1.14%	2.22%

Analysis/Actions

The College undertook an organisational wide analytical job evaluation process and subsequently implemented a new pay framework and associated policy on 1 January 2025. As a result of this, there has been a 47.28% year-on-year reduction in the median gender pay gap. Additionally, because of the new pay framework, female employees received an average of 12.77% increase in the hourly rate of pay, versus 10.71% for males.

A large part of the median pay gap was reduced, as part of the job evaluation process and implementation of a new pay framework, by the removal of 50 market forces payments. These had been utilised, as is commonplace in the sector, to attract teaching staff to roles traditionally occupied by men and hard to fill. For example, roles in engineering, electrical installation and construction.

In developing and implementing the pay framework, pay gaps across different diversity strands were analysed. The analysis showed the new pay framework had a positive impact on Gender, Ethnicity, Disability, Religion and Age, and a neutral impact on Sexual Orientation. Conversely, the analysis found there was a median pay gap in favour of males on the lowest grade. This was mitigated by transferring all female role holders with jobs in this grade to its top point.

The fundamental reason for median- and medium- pay gaps remaining is due to the proportion of females who occupy roles that offer extensive flexibility and/or part-time working opportunities, which speaks to the fact that females remain the main providers of care, for example for children and relatives. Females continue to be over-represented in occupations such as catering and caring, and it is these roles, as reflected by the proportions in the College's lower quartile, which provide greatest flexibility in nature (for example, offer term-time working), due to the College's business type. However, it should be noted this does not equate to an equal pay disparity, as females, as validated by the analytical job evaluation process, who carry out the same jobs, similar jobs, or work of equal value to males, receive an equivalent rate of pay.

College policies, in relation to such as childcare, provide enhanced payments, above and beyond statutory requirements, to enhance access for all staff who are parents (both males and females).

In considering the data in relation to bonus payments, it is important to note that only one area within the College operates a bonus scheme and that only 10 employees were eligible for payments. The data pertaining to the percentage of males and females who received a bonus payment is therefore somewhat misleading, as the calculation requires the measurement of the percentage to be a proportion of all employees in the organisation, as opposed to those within the area. It should also be noted that the College is gradually phasing out bonus payments.

I can confirm the accuracy of this data.

Jan Hutt
Deputy Principal – People and Culture

30 March 2026