

Annual Gender Pay Gap Report

Data based on snapshot date of 31 March 2025



This Gender Pay Gap Statement summarises the differences in average pay between men and women employed at Cambridge Regional College, using data extracted from the 2025 payroll file. The dataset includes 815 employees across teaching, support, specialist, technical and management roles, covering a wide range of contract types and pay scales.

The figures presented below are based on full-time equivalent (FTE) salary, actual annual salary, hourly rate, and pay-scale information for each employee.

At the snapshot date 31 March 2025, there were 815 relevant employees: 296 male and 519 female, which means that 63.6% of the workforce is female, a slight increase of 1.1% from the previous year.

The workforce composed of both male and female employees across all areas of the organisation, with women making up a significant proportion of teaching, support and administrative roles, and men more represented in technical, construction and some senior management posts.

Women are more likely to work part-time or term-time only, while men are more commonly found in full-time roles—an important factor influencing gender pay gap outcomes.

Mean hourly pay difference between male and female employees

11.8%
(Female: £16.62;
Male: £18.86)

CRC has a mean pay gap of 11.8%, meaning male staff are paid on average more than female staff. This is slight increase on the pay gap in the previous year (10.7% in 2024).

Median hourly pay difference between male and female employees

19.5%
(Female: £15.02;
Male: £18.65)

The median pay gap is 19.5%. This is a reflection of the types of roles our employees perform and the fact that more female staff are employed by the College in roles at the lower end of the payscale.

Mean Pay Gap

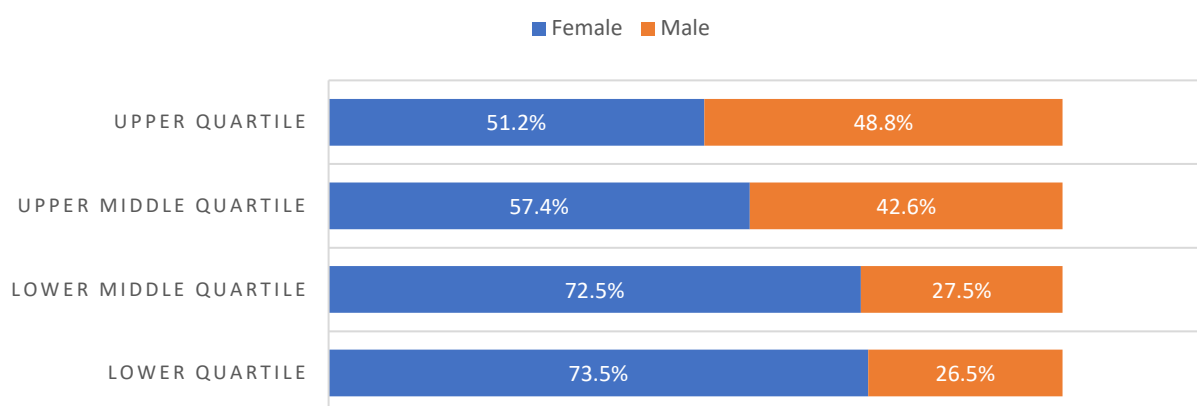
- Male employees hold a higher proportion of high-earning management and technical/engineering roles, increasing the overall mean male salary.

- Female staff are more prevalent in lower-paid support roles, resulting in a higher average pay for men.

Median Pay Gap

- Median pay is also likely higher for male employees due to distribution across higher-paid roles and fewer part-time contracts.

Gender Split by Pay Quartile



Factors Influencing the Gender Pay Gap

Occupational Distribution

Women predominantly occupy support roles such as:

- Learning Support Mentor
- Administrator
- Student Services roles

These roles typically fall within the lower pay scales with FTE salaries around £23,519–£31,732.

Men are more frequently represented in:

- Engineering
- Construction
- Motor Vehicle
- IT and Facilities roles

These roles often attract higher pay scales or market-rate adjustments.

Contract Type and Working Pattern

Women represent a higher proportion of:

- Part-time contracts
- Term-time only roles
- Casual or variable-hours contracts

Men are more likely to hold full-time contracts, with fewer part-time arrangements.

Senior Leadership Representation

The dataset shows both male and female representation across senior leadership, although the highest salaries are predominantly associated with male roles in the most senior positions.

At the snapshot date 42% of the female workforce were in the two Upper Quartiles with 29% being in the Lowest Quartile. In the 12 months leading to 31 March 2025 the % of male employees in the Upper Quartile has reduced from slightly from 46.8% to 33.5%. An increase in the minimum wage rates will have partly impacted this shift as salary scales at the lower end were merged.

Our data shows that there are more female staff paid within the Upper Quartiles than male staff. However, due the overall gender split of the College the number of female staff paid in the lower quartiles compared to male staff is considerably higher. This has the impact on the median and mean averages as there are a higher percentage of female staff paid in the lower quartiles and a higher percentage of male staff paid in the Upper Quartiles.

Due to the structure of payscales in place, staff employed to do the same job are paid equally with the exception of where market allowances are applied. Market allowances are typically, but not wholly, in roles occupied by male employees as a consequence of the vocational areas that are hard to fill being male dominated environments.

Our Commitment

Cambridge Regional College is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- evaluates job roles and pay grades as necessary to ensure a fair structure.
- Operates transparent pay scales across all roles.

Cambridge Regional College is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

For example, in departments such as construction and engineering, recruitment is particularly challenging and market allowances are used to support recruitment where posts are identified as difficult to fill. These sectors are still predominantly male orientated. However, where market allowances are applied, consideration is given to the gender pay gap and salaries aligned for female and male staff within that department where appropriate.

The College has a good range of family friendly leave schemes, agile working and a comprehensive flexible working scheme. The College continue to assess opportunities to narrow the pay gap further.

We are committed to reducing the gender pay gap and ensuring fairness, transparency and equality of opportunity across all staffing groups. We will continue to monitor pay data annually, publish updated figures, and take proactive steps to address any disparities.

What We Are Doing to Address the Gender Pay Gap

Recruitment and Progression

- Ensuring gender-balanced shortlisting and recruitment panels.
- Encouraging female applicants into under-represented areas such as construction, engineering and IT.
- Supporting internal progression through talent development pathways.

Flexible Working and Contract Equity

- Ensuring access to all for flexible or hybrid working.
- Reviewing part-time and term-time roles to ensure equitable access to progression.
- Monitoring market allowances and additional responsibilities to ensure gender neutrality.

Pay and Job Evaluation

- Continuing to use transparent pay scales and job evaluation processes.
- Annual review of starting salaries across departments to remove any systemic inequalities.
- Tracking incremental progression patterns for gender differences.

I, Laura Kerry, Vice Principal People & Commerce, confirm that the information in this statement is accurate.

Signed:



2 March 2026