



**Tameside
College**



Gender Pay Gap Report Tameside College March 2025

Tameside College is required by law to publish an annual gender pay gap report. This report details the pay information for staff employed on 31 March 2024.

- The mean gender pay gap for Tameside College is 8.88%
- The median gender pay gap for Tameside College is 13.6%.
- Tameside College does not operate a bonus scheme; as such there is not a requirement to report on bonus payments.

Pay Quartiles by Gender

| Band | Males % | Females % | Description |
|-------------|---------------------|---------------------|---|
| A | 37 (30%) | 85 (70%) | Includes all employees whose standard hourly rate places them at or below the lower quartile |
| B | 32 (26%) | 89 (74%) | Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median |
| C | 67 (55%) | 54 (45%) | Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile |
| D | 65 (54%) | 56 (46%) | Includes all employees whose standard hourly rate places them above the upper quartile |

The figures set out above have been calculated using the recommended methodologies and guidance.

What are the underlying causes of Tameside College's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Tameside 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:

- Utilises objective pay spines to establish particular salaries for particular roles.

Tameside College is 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. The college did a big piece of work around the pay award for 2024, which resulted in a number of actions being taken. Points 4 and 5 were removed from the teaching scale and all teachers now have the opportunity to move up to scale 14 which had been predominately used for hard to fill vacancies. In relation to the progress tutor staff which predominately fall in to the Q1 quartile, they were given an average total pay award of 15.4%. These actions were taken in order to assist with the gender pay gap at Tameside College. This is visible with the reduction in the median pay gap of 3.2%.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations – that said Tameside College bucks this trend, with 56% of our senior leadership team being female. Within two quartiles females are a higher percentage of the workforce at Tameside College than males.

This pattern from the UK economy as a whole is reflected in the make-up of Tameside College's workforce in Band A and B, where many of the roles are filled by more women than men. There is more of an equal balance between men and women in Band C with 45% females and 55% males. In Band D males are a higher proportion with 54%, although the Senior Leadership team comprises of 5 females and 4 males

How does Tameside College's gender pay gap compare with that of other organisations?

At 13.6% the Tameside College median gender pay gap is 0.50% above the median gender pay gap for the UK as reported on the official government website at just over 13.1%. At 13.6% the Tameside College median gender pay gap is 9.4% above the median gender pay gap for the profession of Teaching and other educational Professionals as reported in the ONS studies (April 2024) at 4.2%. The data that we are comparing for Tameside College is the median. The median for the Teaching and other educational Professionals in the north west is 3.9% the median gender pay gap for Tameside College is 9.7% higher than this.

What is Tameside College doing to address its gender pay gap?

While Tameside College's gender pay gap does not compare favourably with the teaching and education sector for the UK. Within the local area Tameside College does compare favourably. At 13.6% Tameside College median pay gap is 12.76% lower than Hopwood Hall College median of 26.36% and 1.1% higher than Bury College, 7.4% lower than Blackburn College and Tameside College is 4.24% lower than the median as Oldham College. Tameside College is committed to doing everything that it can to reduce the gap.

To date, the steps that Tameside College has taken to promote gender diversity in all areas of its workforce include the following:

- Where there are gender imbalances such as in construction trades and engineering the college has worked hard to increase the number of learners from the minority gender, in both staffing and for learners. I.e. girls into STEM, women in construction. High quality local case studies have been used to promote minority genders in these areas.
- The introduction of the College Values and Behaviour framework – specifically value and respect, creating a safe, inclusive and productive environment and treat everyone fairly, with dignity and mutual respect.
- An increase in our lowest pay rate to £12.71 per hour to bring in line with the Real Living Wage, maintain in line with future increases. All apprentices within the College also benefit from the Real Living Wage.
- Equality & Diversity training for all staff to reinforce the 'zero tolerance' approach to gender bias and the promotion of equal opportunity
- Flexible working arrangements that do not inhibit progression
- A fair and robust recruitment process that does not discriminate in any way
- Embedded Equality & Diversity in study programmes, promoting Equal Opportunities and dispelling gender stereotypes
- The data reported in March 2025 will be reflective of the work that the College has undertaken to offer all staff an attractive pay offer for January 2023, this means that:
- We removed the two bottom scales (4 and 5) from the teaching scale.
This represents an increase of 21% in total.
- The cap at scale 12 on the teaching scale was removed,
this represents a total pay award of 14% from January 2024
- For Progress Tutors had an average total pay award of 15.4%.

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, Tameside College is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

I, Jackie Moores, Principal/CEO, confirm that the information in this statement is accurate.
March 2025