



**Tameside
College**



Clarendon
Sixth Form College

Gender Pay Gap Report Tameside College March 2026

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 2025.

- The mean gender pay gap for Tameside College is 8.43%
- The median gender pay gap for Tameside College is 20%
- Tameside College does not operate a bonus scheme; therefore, there is no requirement to report on bonus payments.

Pay Quartiles by Gender

Band	Males %	Females %	Description
A	39 (30%)	91 (70%)	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	38 (29%)	92 (71%)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	57 (44%)	74 (56%)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	70 (53%)	61 (47%)	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 equal opportunities and equal treatment for all employees, regardless of protected characteristics. The College uses objective pay spines to determine salaries for specific roles.

The gender pay gap at Tameside College does not arise from unequal pay for equal work. Instead, it reflects the distribution of men and women across different roles and pay grades.

The mean pay gap has been reduced by 0.37%, indicating progress at higher pay levels. The median pay gap has increased by 6.4% largely due to a higher number of women entering or remaining in junior roles. During the reporting period, 34 women were recruited compared with 3 men, contributing to this shift.

Nationally, men are more likely to hold senior roles; however, Tameside College bucks this trend, with 56% of the Senior Leadership Team being female. Women make up a higher proportion of the workforce in three of the four pay quartiles. Band D shows a higher proportion of men (53%), although the Senior Leadership Team itself remains majority female (5 women, 4 men).

The gender pay gap among our teaching staff is a mean of 2.38% and a median of 3.5%. These figures show that, on average, men in our teaching roles earn slightly more than women.

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

At 20% the Tameside College median gender pay gap is 7.2% above the median gender pay gap for the UK, which is reported on the official government website as 12.8%.

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

Tameside College's median gender pay gap compares favourably with some local colleges, while not comparing as favourably with others. At 20% Tameside College median pay gap is 3.21% lower than Hopwood Hall College median of 23.21% and 9.3% higher than Bury College, 1% lower than Blackburn College and Tameside College is 4.8% higher than the median at 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 treating everyone fairly, with dignity and mutual respect.
- An increase in our lowest pay rate to £12.85 per hour to bring in line with the Real Living Wage, and to maintain alignment 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 challenging gender stereotypes
- The pay award for the whole college was paid at 6% for 24/25

None of these initiatives will, on their own, 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 2026