



GENDER PAY GAP REPORT 2025

OUR MISSION

Creating Successful Futures - achieve ambitious outcomes for all learners enabling them to positively progress.

INTRODUCTION

Stoke-on-Trent is a city defined by its vibrant diversity and strong sense of community. As the leading technical and professional college for our region, we are dedicated to ensuring our workforce and culture truly reflect the people we serve. This commitment goes beyond compliance - it is fundamental to our ability to deliver exceptional teaching, learning, and support for all our learners, staff, and stakeholders.

Our College Strategy places people at the heart of everything we do. We know that achieving our mission - creating successful futures - depends on attracting, developing, and retaining individuals with the right skills, values, and ambition. We are focused on nurturing a high-performing, inclusive environment where leaders and managers champion our values, and every member of our team feels empowered to contribute and grow. Our approach is holistic: we support our learners to reach their full potential, and we extend the same commitment to our staff, ensuring that everyone has access to opportunities, support, and fair treatment.

We are steadfast in our belief that pay at Stoke on Trent College is determined by role and contribution, not by gender. Nonetheless, we recognise the importance of transparency and continuous improvement in closing any gender pay gap. Our Pay and Reward Strategy is built on principles of fairness, equity, and alignment with our College values, ensuring that our systems and practices are robust, transparent, and fully compliant with the Equality Act 2010. We are committed to eliminating barriers to participation, progression, and reward for all staff, regardless of gender, background, or protected characteristic.

Hassan Rizvi, CEO and Chief Executive



ABOUT THE COLLEGE

Stoke on Trent College stands at the forefront of technical learning and skills development, serving Stoke-on-Trent and the wider region. Our mission is to transform lives through learning, acting as a catalyst for social mobility, economic growth, and community wellbeing.

Guided by our strategic priorities, we respond proactively to local, regional, and national skills needs. We work in partnership with employers, learners, and stakeholders to create pathways to success, foster innovation, and build a diverse and sustainable economy. Our culture is defined by resilience, ambition, and a relentless focus on improvement - we never give up on our learners or our mission.

As a future-focused college, we empower our colleagues to be part of a unified 'One Team' community, where equality, diversity, and inclusion are embedded in every aspect of college life. This approach ensures that both staff and learners are supported to thrive, contribute, and achieve their ambitions.



OUR VALUES



INCLUSIVE

Embracing diversity, an inclusive college where everyone is valued and respected. We are 'One Team'.



COLLABORATIVE

Partnerships with purpose, strong relationships for greater impact.



COURAGEOUS

Bold and brave, doing things better and differently, an enterprising college.



AMBITIOUS

The pursuit of excellence, an aspirational vision for successful futures



NURTURING

A safe and positive place to learn and work, we never give up on our learners.

A GREAT PLACE TO LEARN...
A GREAT PLACE TO WORK...
A GREAT PLACE TO TEACH...
A GREAT PLACE TO LEAD...



LISTENING TO OUR PEOPLE: ANNUAL STAFF SURVEYS

As part of our commitment to continuous improvement and a positive workplace culture, we conduct annual staff surveys that ask key questions about our organisational culture, psychological safety, and inclusivity. These surveys provide valuable insights into the lived experiences of our colleagues and help us shape our strategies and actions.

We are proud to report that our most recent survey results demonstrate the strength of our inclusive culture. Notably, 96.4% of staff agreed with the statement: "I have the skills, knowledge and understanding required to promote equality, diversity and inclusion within my area." "This positive measure reflects our ongoing investment in EDI training, open communication, and a shared commitment to our values.

The feedback from these surveys directly informs our People Strategy and EDI action plans, ensuring that we continue to foster an environment where everyone feels safe, respected, and empowered to contribute.

WHAT IS A GENDER PAY GAP?

Gender pay differs from equal pay - people frequently confuse the two but they are not the same. Gender pay shows the differences in the average pay between men and women - a measure of labour market or workplace disadvantage. Equal pay means that there should be no contractual differences between men and women who carry out the same or similar jobs or work of equal value. We provide our pay data consistent with the methodology of reporting. We also share with you the ways in which we continue to ensure equality, diversity and inclusion with regard to overall impact on pay levels and opportunities.

OUR DATA AT A GLANCE

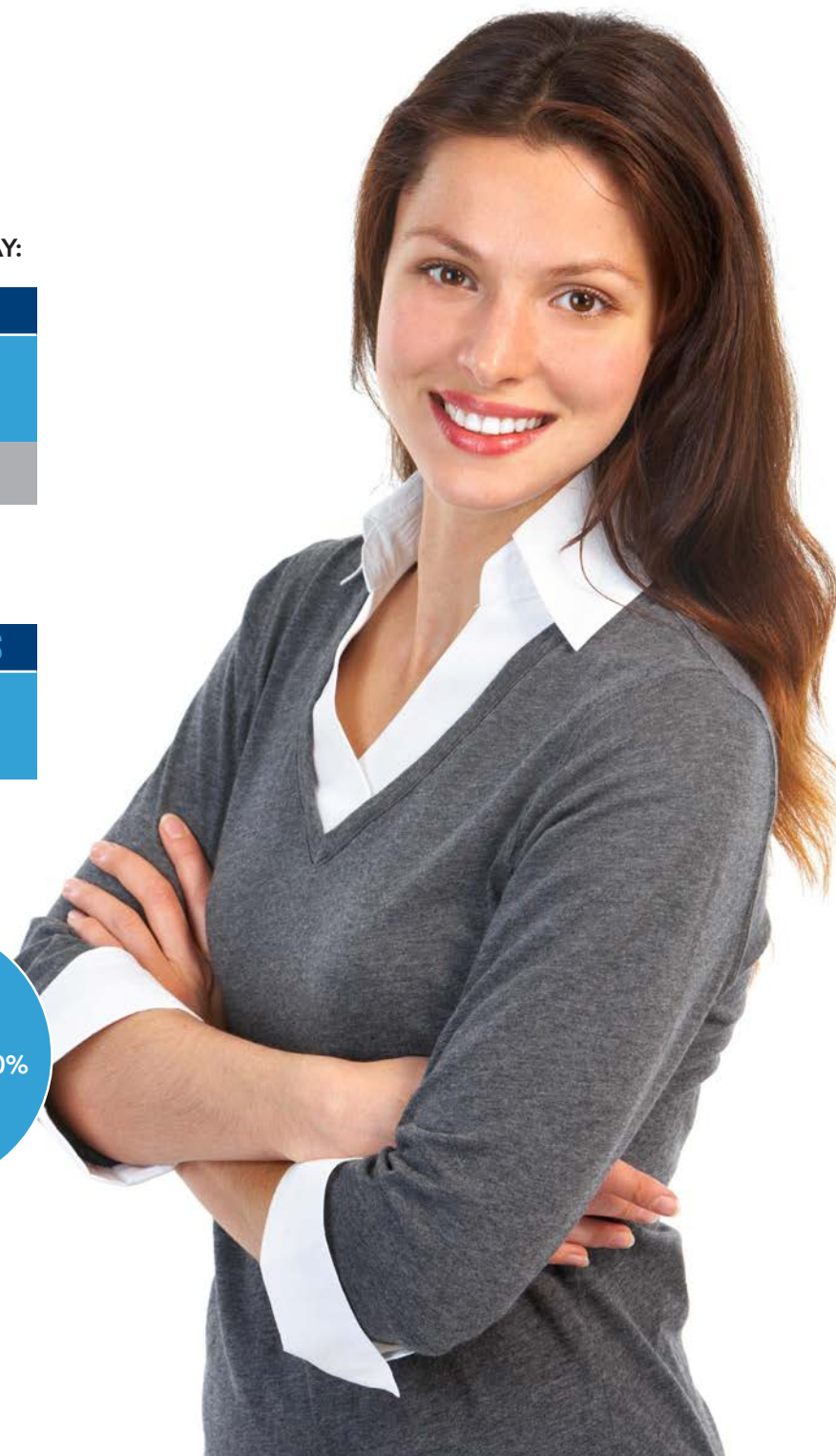
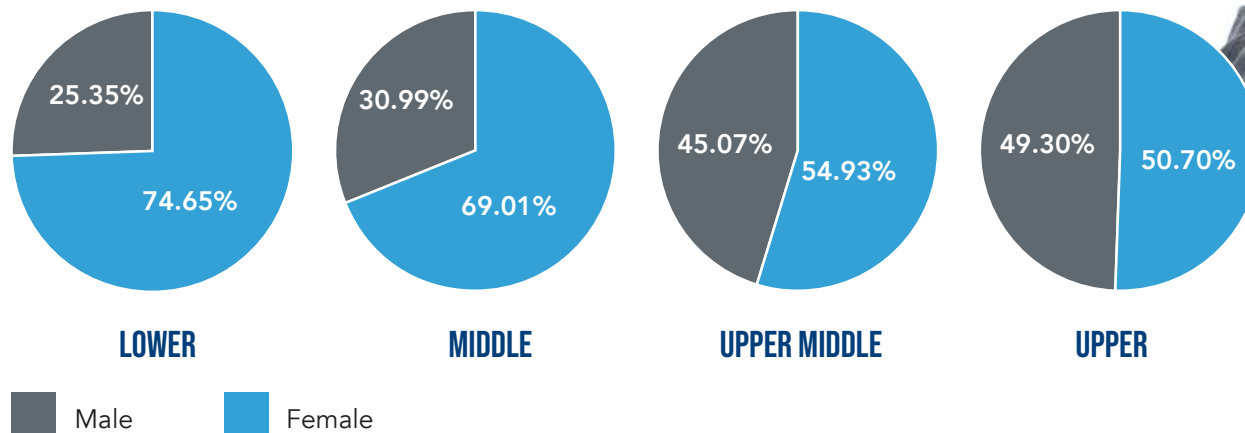
THE MEAN AND MEDIAN GENDER PAY GAP - BASED ON AN HOURLY RATE OF ORDINARY PAY:

MEAN		MEDIAN		TOTAL EMPLOYEES	
Male £19.86	Female £17.93	Male £19.17	Female £16.65	Male 115	Female 169
9.70%		12.68%		289	

THE MEAN AND MEDIAN BONUS GENDER PAY GAP - BASED ON AN HOURLY RATE OF ORDINARY PAY:

MEAN		MEDIAN		PROPORTION RECEIVING BONUS	
Male £0	Female £0	Male £0	Female £0	Male None	Female None

THE PROPORTION OF MALES AND FEMALES IN EACH MEAN HOURLY RATE QUARTILE BAND SECTION:



UNDERSTANDING THE GAP

As the summary figures show, a gender pay gap exists here at the College. In viewing our data, it is important to understand the wider context of the College workforce profile, particularly in relation to the nature of our business, and the range of skills and specialisms we draw from the wide range of industry sectors.

The College has a largely female workforce with almost two thirds of our workforce being female. We categorise our roles into Support, Academic and Management and Assessor roles. Support roles, which equate to 32% of the workforce, are in the majority (77%) occupied by female workers. The nature of the education sector, particularly for support services is to have term time working arrangements in place. This part time working is a factor in attracting predominantly females to these roles, reflective of society norms and childcare responsibilities. In the scope of the College's pay structure, support roles are generally paid across the lower pay bands, in comparison to management and academic roles, or those requiring specialist knowledge and expertise, for instance from STEM industries.

Our STEM related provision echoes the industry sector in that there is a significantly lower proportion of females to males. This has impacted on our recruitment in these areas where our teams are dominated by males. There is no quick fix to this issue, but as a qualification provider and employer we are committed to supporting the required change. What we have also experienced in the Further Education Sector, and here at the College, is that in order to attract and secure good quality, highly qualified and experience staff from these industries, we are having to provide competitive reward packages not only aligned to market pay rates, but competitive to other colleges as we are competing in a small pool of applicants.

We are proud that our Management Team has a reasonable representative balance of 56% female and 44% male, and we will continue to strive to build diversity across the leadership teams within our departments.

OUR COMMITMENT TO CLOSING THE GAP

We remain committed to sustained action in order to address a gender pay gap, through reviewing and exploring not only pay and reward but the ways that we attract a diverse workforce, as well as manage and develop our people, and ensure that our College values are reflected in the behaviours of our leaders and managers and our policies and procedures. We will also seek opportunities we can take to help the situation outside of our organisation.

Understanding our gender pay gap is important, we will continue to focus on improving equality, diversity and inclusion through the delivery of our People Strategy as detailed below.

OUR WORK WITH THE NATIONAL CENTRE FOR DIVERSITY

We are working with NCfD and are committed to the process towards attaining Investors in Diversity.

EDI is only half the picture. Fairness, Respect and Engagement will enable us to embed a culture of inclusion - hence we embrace FREDIE.

FAIRNESS

Being reasonable, right and just.

RESPECT

Having due regard for feelings, wishes and rights of others.

EQUALITY

Where every person has equal rights and every person has a fair chance.

DIVERSITY

Diverse means different. We are all different so diversity includes us all. The concept of diversity encompasses understanding, acceptance and respect.

INCLUSION

Where every person feels respected, valued and that they fit in with the organisational culture.

ENGAGEMENT

Two-way commitment and communication between an organisation and its employees.

We are proud to be FREDIE

**PROUD TO BE
FREDIE™**

**NATIONAL
CENTRE FOR
DI>ERSITY**



RECRUITMENT AND SELECTION

We ensure that our recruitment and selection decisions within Stoke on Trent College are fair and equitable.

We provide:

- relevant guidance, training and support for recruiting managers and those involved in decisions about, pay, policies, benefits and promotions; which encompasses equality, diversity and managing bias;
- clear role profiles that are rigorously job evaluated through a systematic role evaluation scheme which incorporates the principles of equal pay;
- a clear and transparent pay and grading system.

Our recruitment principles underpin our values with regards to equality and diversity in the College as follows:

- We will employ the most suitable person for the job role.
- The recruitment process will be fair and transparent.
- All candidates will be given the opportunity to showcase their capability.
- We will recruit people with a commitment to our College vision, mission, and values.
- We will recruit people who can and will, or have the potential to, deliver an excellent service to our learners and community.
- We seek to stimulate the pipeline of both genders to non-traditional areas of work.
- We continually review and strengthen positive action statements in recruitment communications and processes.



PERFORMANCE MANAGEMENT

We continue to develop our performance management tools to support all individuals to achieve their potential and aspirations, with a particular focus on individuals' development needs. We use fair and transparent methods to identify those who have the potential to progress and look to provide coaching and mentoring support, and growth opportunities.

CONTINUOUS PROFESSIONAL DEVELOPMENT

We provide continuous learning and development opportunities tailored to roles to build an expert and skilled college team. As part of our mandatory training programme, we ensure that all staff complete EDI training. Our coaching and mentoring arrangements provide a systematic and visible network. We monitor support for personal development and culture through staff survey and putting in place targeted individual, departmental, and College wide action plans.

FLEXIBLE AND SUPPORTIVE WORKING AND POLICIES

We value our diverse workforce and have policies that enable flexible and hybrid working arrangements - to support healthy work-life balance and accessibility of work opportunities and career development for all and at every level of the organisation.

We have a range of family friendly and wellbeing related policies that enable a safe, supportive and accessible culture and environment including:

- Maternity, Paternity and Neonatal leave
- Shared parental leave
- Working with Cancer
- Supporting Menopause
- Adoption and Fostering
- Sexual Harassment
- Domestic Abuse

WORKING IN PARTNERSHIP

We are committed to and work well in partnership with our trade union representatives to ensure equality in pay and benefits; responding to any concerns raised in relation to pay.

Through staff survey and a range of other informal and formal engagement mechanisms we provide staff voice and feedback, enabling understanding and resolution to any issues raised or identified.



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