



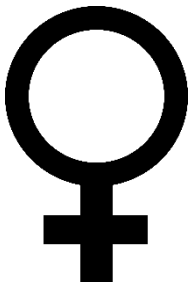
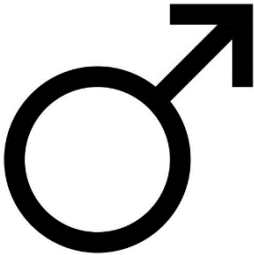
# Gender Pay Gap Report

March 2025

St Helens College employed 583 staff at the time that the data was required to be gathered for this Gender Pay Gap Report.

Whilst this report focuses on pay differences between males and females, the College is committed to giving people of all genders and backgrounds – the opportunity to participate, unlock their full potential and succeed.

### St Helens College Key Data as of 31 March 2024

|  |   |
|--|---|
| <br><br>59% of our staff are female<br><br>The <b>mean</b> gender pay gap is <b>11.3%</b><br><br>The mean Gender Pay Gap shows the difference in the hourly rate of pay between men and women in the College. | <br><br>41% of our staff are male<br><br>The <b>median</b> gender pay gap is <b>12.84%*</b><br><br>The median gender pay gap is defined as the difference between the median earnings of men and women relative to the median earnings of men. |
|--|---|

### Percentage of men and women in each hourly paid quartile

| Band                  | % of Males | % of Females |
|-----------------------|------------|--------------|
| Lower quartile        | 32         | 68           |
| Lower middle quartile | 31         | 69           |
| Upper middle quartile | 49         | 51           |
| Upper quartile        | 53         | 47           |

## Summary

The College's approach to pay is intentionally gender neutral and analysis shows that the pay gap is driven by the structure of the workforce.

Overall St Helens College employs 18% more females than males. There are more females in support staff roles at the lowest grade points as can be seen above in the Lower Quartile (68%) and Lower Middle quartile (69%).

The College is committed to treating all staff on their individual merit, regardless of their background, gender, or personal circumstances and will continue to invest in its staff through talent management programmes, succession planning, personal development plans and training programmes. Equity, Diversity and Inclusion training is mandatory for all staff when they join the College with refresher training throughout their career.

St Helens College is committed to gender neutral pay regardless of how many hours are worked or the working arrangements in place for its staff. The College operates a flexible working policy, as well as other 'family friendly' policies, which are available to all employees and will continue to encourage flexible working arrangements, which will not inhibit career progression. The College has also developed and implemented a menopause policy to further support female employee progression and retention. The College is committed to paying part-time workers the same equivalent salary to those working full-time.

The College has a consistent approach to remuneration aimed at ensuring all employees are paid fairly, based on published pay scales and market rates.

St Helens College recognises several trade unions and consultation on pay is undertaken through the Joint Negotiation, Consultation Committee Meetings led by members of the Executive Leadership Team that consists of both male and female members.

The College is committed to promoting internally and dedicated to ensuring there is no gender bias in the recruitment and selection process.

The College will continue to monitor the Gender Pay Gap and is committed to ensuring that its approach to pay remains gender neutral.

The College has prepared its gender pay gap statement in line with mandatory requirements.

Simon Pierce

Chief Executive Officer/Principal

Janet Hulme

Director of People & OD