

SANDWELL COLLEGE

GENDER PAY GAP REPORT

2026



INTRODUCTION

All organisations in the public sector, including colleges, are required to take a snapshot of data on 31 March each year on which an analysis of the pay gap must be undertaken.

This report analyses and presents the data snapshot on **31 March 2025**.

CALCULATIONS

MEAN

This is the average value of the dataset. By taking into account the full earnings distribution, the mean takes into account the low and high earners in an organisation. This is particularly useful as women are often over represented at the low earnings extreme whilst men are overrepresented at the high earnings extreme.

MEDIAN

This is the middle value of the dataset.

THE PAY QUARTILES

This data will show the spread of male and female earners across an organisation, helping to show employers where women's progress might be stalling so they can take appropriate action



GENDER PAY GAP



Female Mean:

£19.36

Female Median:

£18.91



Male Mean:

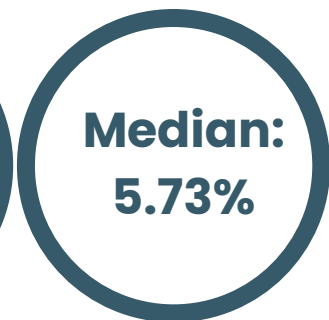
£19.97

Male Median:

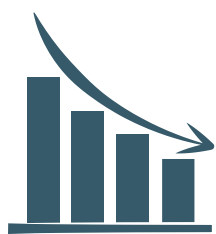
£20.06

Quartile Pay Bands	Population	Male	Female	Total	% Male	% Female
Highest Paid	Quartile 1	36	61	97	37.1%	62.9%
	Quartile 2	127	213	340	37.4%	62.6%
	Quartile 3	33	78	111	29.7%	70.3%
Lowest Paid	Quartile 4	88	184	272	32.4%	67.6%

Figures are drawn from **820 staff** (284 male and 536 female) who qualify as 'full pay relevant employees' on the snapshot date of 31 March 2025.



Our mean Gender Pay Gap is 3.08%, representing a significant reduction from 5.23% in 2025, 6.28% in 2024, 7.6% in 2023, and 8.3% reported in 2021.



Our median Gender Pay Gap of 5.73% also demonstrates significant improvement from 8.05% in 2025, 8.47% in 2024, and 12% in 2023, and has more than halved since the reported figure of 15.08% in 2021. This is also below the UK national median gender pay gap of 6.9% (ONS, 2025).



FURTHER INFORMATION

BONUS PAYMENTS

The gender pay gap regulations require organisations to report on male and female employees receiving a bonus and the gap in these payments. Sandwell College does not operate bonus schemes for staff so reporting requirements here are not applicable to the College.

SUPPORTING COMMENTARY

The Sandwell Colleges is confident that male and female employees are paid equally for doing the same role at the College. The College remains committed to fostering equality of opportunity for all staff.

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ACTIONS TAKEN

We have actively worked to address the gender pay gap through:



FUTURE ACTION

We are committed to continually improving our practice and to reducing the gender pay gap, through tangible and sustained actions.



Equal pay for same or equivalent work and the use of pay scales and grades.



Further embedding our strategic wellbeing framework '**Sandwellness**'. Provision of support for flexible working, and furthering the work of our Wellness, Workload & Balance group.



Delivery of our '**Continually Developing Talent**' framework for professional development and learning. The launch and embedding of our leadership development framework and supporting programmes.



Continued policy review and development. Further development of our inclusive recruitment practices.



Workforce data analysis to identify issues and trends.

We are fully committed to further our work in this area and fully recognise the benefits of our richly diverse workforce.

I can confirm that the information in the statement is accurate and that the data has been calculated to the requirements of the equality act.



Lisa Capper (MBE)
Principal & Chief Executive
March 2026

