



**COLEG
CAMBRIA
PAY GAP
REPORT
2025**



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Background

In the UK, all organisations that employ 250 or more colleagues are required to report annually their Gender Pay Gap. This is a legal requirement that was introduced in 2017 by the UK government to tackle gender inequality in the workplace.

Organisations are required to report from a 'snapshot' of data on a set date which creates a level playing field for all reporting organisations. The reporting period runs from April 1st to March 31st of the previous year the report is completed in.

It is important to note that pay gap calculations do not account for factors such as varying job roles, responsibilities, performance, or seniority levels. Therefore, a gender pay gap does not necessarily imply that an organisation is discriminating against a particular gender. Instead, it highlights the need for organisations to review their recruitment, promotion, and pay processes along with family friendly policies to ensure equity, fairness and transparency.

It is also important to note that the gender pay gap is not the same thing as equal pay, which is a separate legal requirement that stipulates that men and women should be paid the same amount for doing the same or equal value work.

The gender pay gap is calculated by taking all colleagues within an organisation and comparing the average pay between men and women. There are several reasons why gender pay gaps can occur. One factor is occupational segregation. Women and men tend to work in different industries and roles, with women more likely to be in lower paying roles such as healthcare and administrative work, while men dominate higher paying industries like technology and engineering. Additionally, women are often more likely to take on caring responsibilities within their families, which can impact their ability to work full-time and progress in their careers.



Background

Overall, the college needs to take steps to address gender pay gaps and ensure all colleagues are paid fairly for the work that they do. By doing so, we create a more equal and inclusive workplace that benefits everyone.

To report our gender pay gap, there is a requirement to report six different measures;

Median pay gap - the difference between the median pay for one group of colleagues compared with another group. For example in gender pay reporting, the difference between median pay for female colleagues and the median pay for male colleagues (for ethnicity reporting, ethnic minority and white colleagues, disability reporting, disabled and abled body colleagues). The median is equal to the middle value within pay rates, once arranged in an ascending order. This median is used to prevent the data being skewed by a small number of colleagues earning the highest salaries.

Mean pay gap - the difference between mean pay for two groups of colleagues. The mean is calculated by summing all the individual pay rates and dividing by the number of individuals.

Median bonus gap - The difference between the median bonus pay paid to male colleagues and that paid to female colleagues.

Mean bonus gap - The difference between the mean bonus pay paid to male colleagues and that paid to female colleagues.

Bonus proportions - The proportion of male and female colleagues who were paid bonus pay during the relevant period.

Quartile pay bands - The proportion of male and female full-pay relevant colleagues in the lower, lower-middle, upper-middle and upper quartile pay bands.

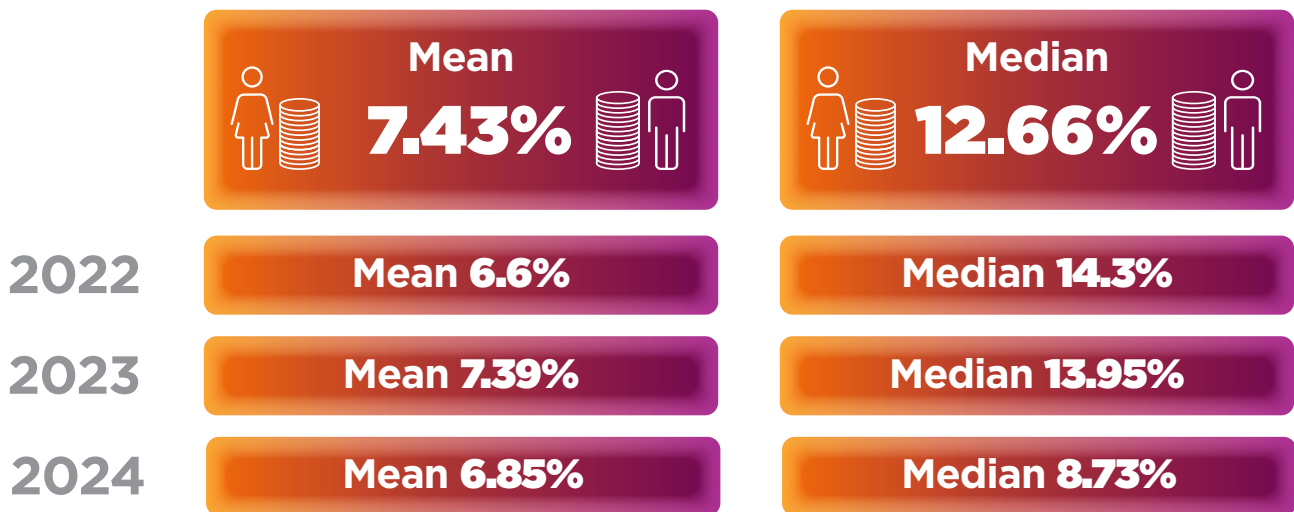
For the second year running, we have explored factors such as ethnicity and disability to gain additional insights into the issue of pay equity. Our objective is to ensure that every colleague is compensated fairly and equitably, regardless of their background or personal characteristics.

Our Gender Pay Gap

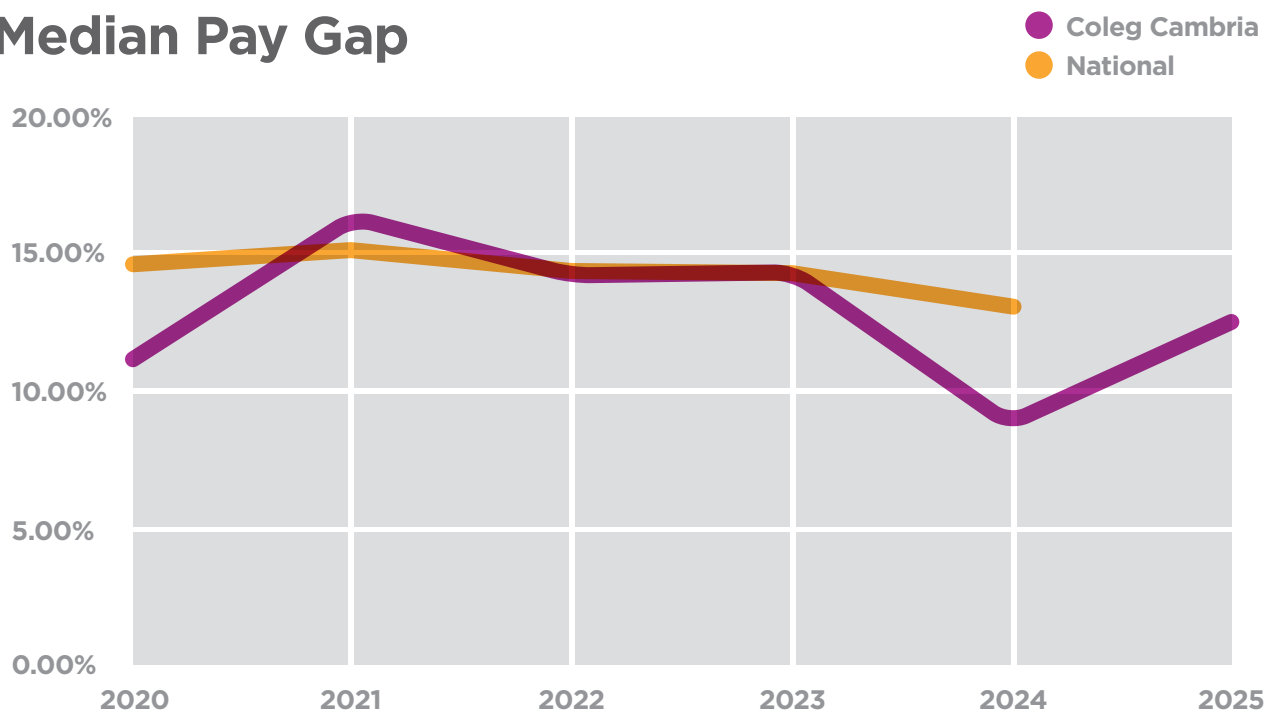
Gender Pay Gap - The data

Coleg Cambria's pay gap data was collected on the snapshot date of 31st March 2025. At this time, the college had 1329 roles, 519 (39.1%) were occupied by males and 810 (60.9%) were female. This ratio split is broadly in line with the previous year (39.7% and 60.3%).

Gender Pay Gap 2025



Median Pay Gap

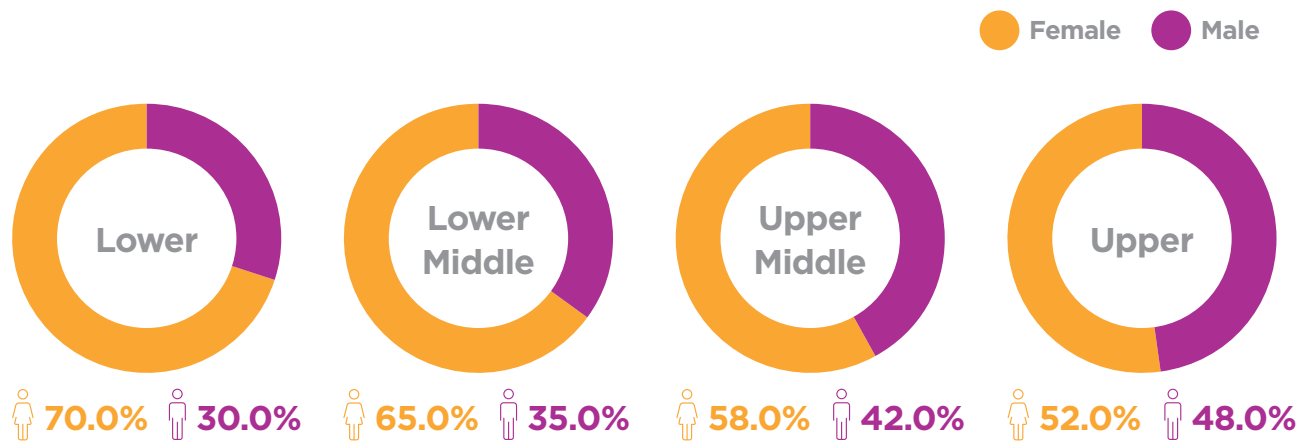


The reasons for the gap and the increase on last year's figure will be explored in further in the narrative section on page 8.

Gender Pay Gap - The data

Quartiles

The snapshot of data was broken down into each pay quartile which represents a quarter or 25% of our total workforce. The charts below illustrate each pay quartile, and the ratio of males to females within them;



To determine the median gender pay gap, first, we arranged the colleagues based on their hourly pay. We then compared the earnings of a woman in the middle of the female pay range with a man in the middle of the male pay range. The difference between these is the median gender pay gap.

	Male	Female	Gap
Median Hourly Pay	£21.10	£18.43	12.66%

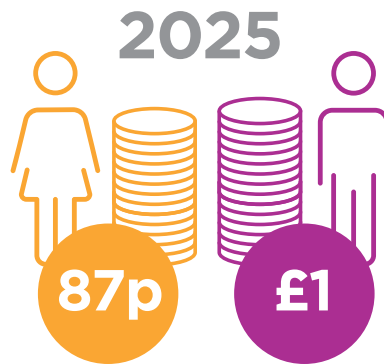
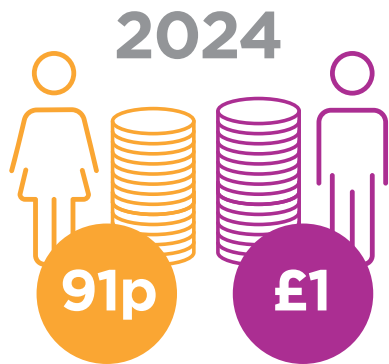
To determine the mean gender pay gap, the hourly pay rates received by women are added together and then divided by the number of women within the organisation. This is then repeated for men. The difference between these two results represents the mean gender pay gap.

	Male	Female	Gap
Mean Hourly Pay	£21.34	£19.75	7.43%

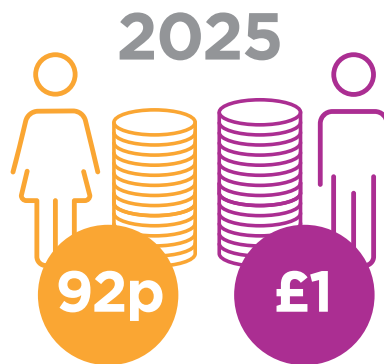
Gender Pay Gap - The data

This year the median gender pay gap shows that females receive 12.66% less pay than males. This has increased from 2024 by 3.93 percentage points.

The 2025 data highlighted that, on average, male colleagues earned 7.43% more per hour than female colleagues. This variance has again increased when compared to 2024 where the gap was 6.43%.



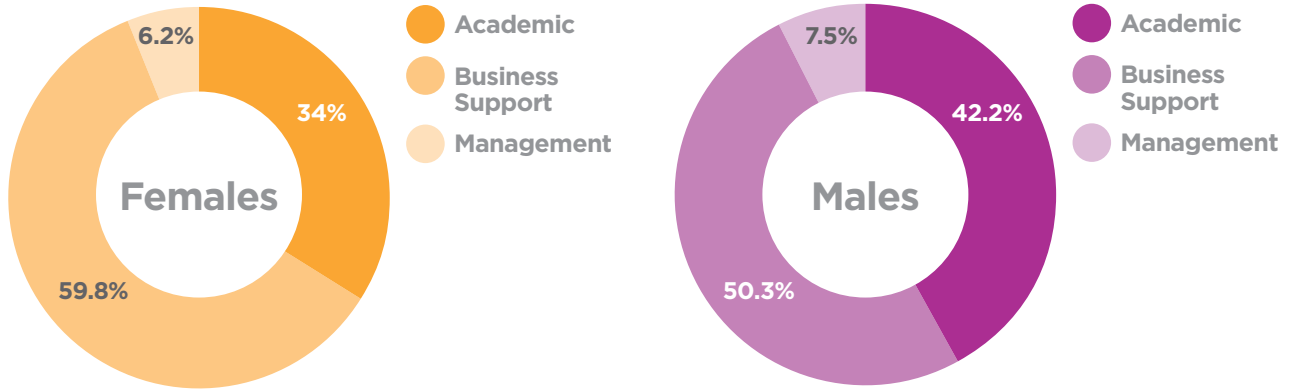
When comparing hourly wages from a median perspective, women receive £0.92 for every £1 that men receive.



When comparing average hourly wages (mean), women receive £0.94p for every £1 men receive.

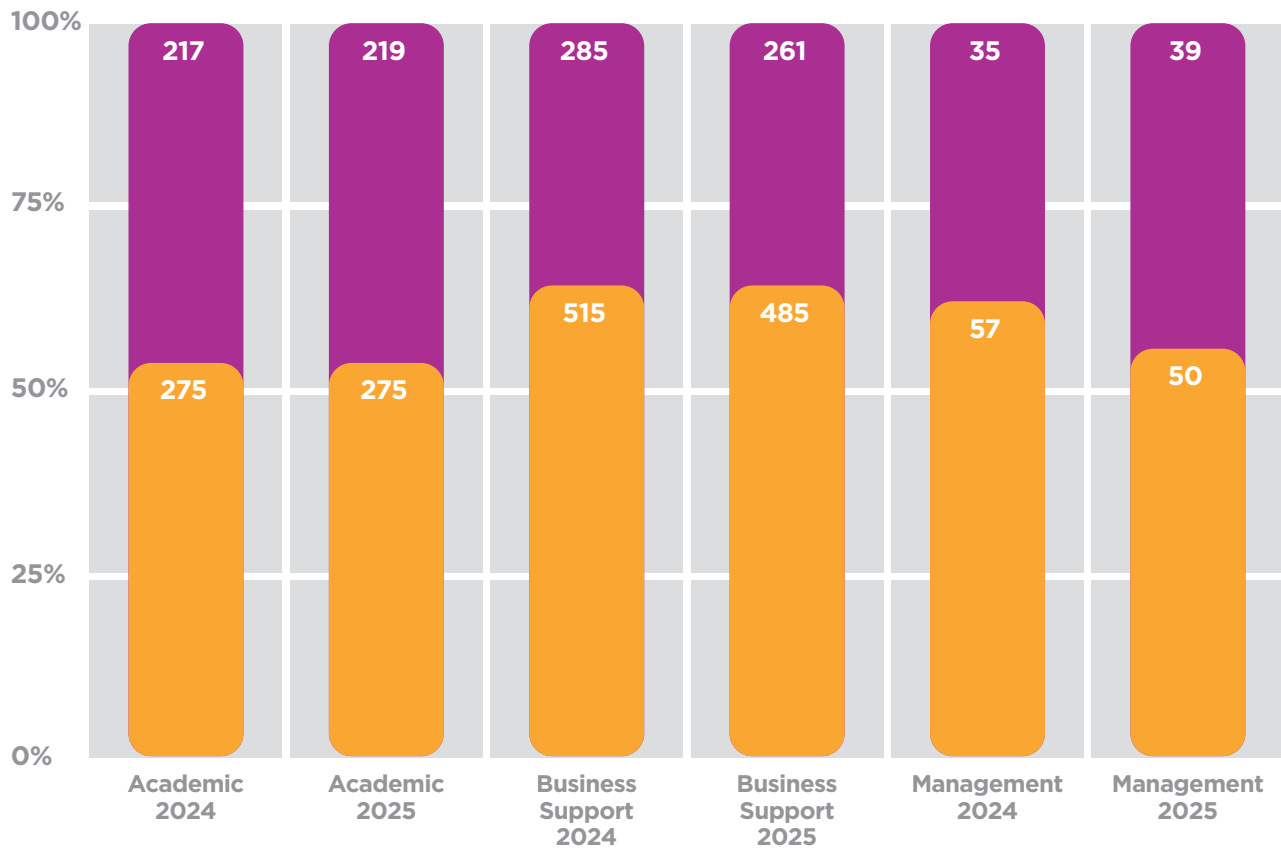
Gender Pay Gap - The data

Gender distribution by role type



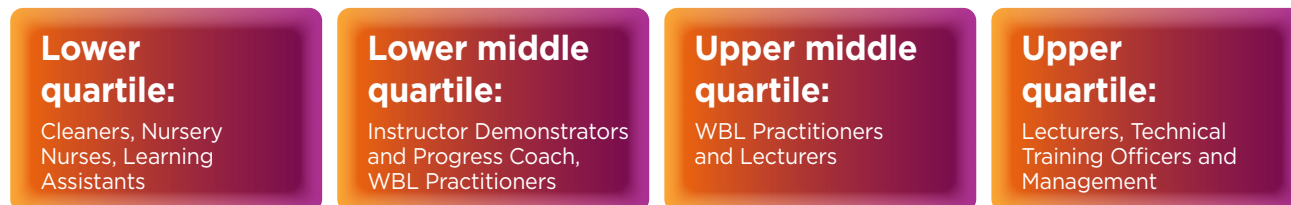
The number of males and females within business support areas have decreased when compared with last year. There has also been a decrease within females on management contracts. There has been a net loss of 18 men and 37 women since the last snap shot date of 31st March 2024.

● Female ● Male



Gender Pay Gap - The data

Further analysis show roles that fall within each quartile as:



To get a clearer picture of where our biggest disparity of gender pay gaps lie, we break this down into categories within the college as seen below;

Categories	Mean	Median
Lecturers	1.64%	3.57%
TTO	7.03%	12.04%
IDs/Progress Coaches	-0.98%	0.00%
Animal Practitioners	0.00%	0.00%
Farm Workers	-6.38%	-2.00%
Business Support	1.78%	0.00%
WBL	0.06%	0.00%
Management	-6.63%	0.00%
Senior Post Holders	-9.58%	0.00%

Narrative

This year’s analysis shows some positive movement in some categories in comparison to last year’s data, however, overall the gender pay gap has increased. Breaking the above categories down further allows for more detailed analysis and explanation for the increase in the gender pay gap. Within management points 16-31, 2 female colleagues entered this category at the lower end of the scale, whilst 2 left from the mid/high end of the range, resulting in an increased gender pay gap in this category. The other scale contributing to the overall increase in the gender pay gap was Business Support 34-39 which saw an additional 5 women on the lowest point of this scale compared to last year.

Whilst the Technical Training Officer (TTO) category demonstrates the highest gender pay gap, this has reduced compared to last year due the number of males earning more than the highest-paid female falling from 25 to 20, leading to a more balanced pay distribution. A gap remains as there are still significantly more male than female colleagues of whom the majority are on higher pay points within the scale.

Gender Pay Gap - The data

In addition, we reviewed the curriculum support category this year and moved Learning Assistants from this category to the Business Support category. This reclassification successfully eliminated the pay gap within the ID/Progress Coach roles, achieving a 0.00% median and confirming pay fairness across genders in those specific roles. This move caused the Business Support category's pay gap to grow slightly, as the transferred Learning Assistant roles sit predominantly within the lower pay quartile and are largely populated by female staff.

Furthermore, the Farm Worker category has shifted from having no gap to one that now favours female colleagues. This change is driven by the recruitment of three male Farm Workers under the age of 21, positioning the one female Farm Worker as one of the highest-paid individuals within the category. Finally, in Management, while the average (mean) pay for women remains higher than for men, the median pay gap shows perfect parity with no gap. Key areas such as Lecturers and Senior Post Holders remain stable, with no change to their figures year on year, but with a gap that favours males in lecturing roles, and females in senior post holder positions.

To provide wider context for our gender pay gap data, the following table presents a comparison of gender pay gap figures across a range of colleges within Wales.

Employer	Status	Employee Headcount	Gender pay gap (hourly pay)		Percentage of woman in each pay quarter			
			Mean	Median	Lower	Lower Middle	Upper Middle	Upper
Bridgend College	Not required	No report for year						
Coleg Cambria	Reported	1000 to 4999	6.85%	8.73%	68%	66%	58%	52%
Coleg Gwent	Submitted late on 4th April 2025	1000 to 4999	7.05%	14.08%	67.78%	72.70%	60%	57.82%
Coleg Y Cymoedd	Reported	500 to 999	6.70%	8.40%	66%	58%	60%	48%
Grŵp Llandrillo Menai	Reported	1000 to 4999	8.40%	8.50%	73.71%	59.78%	56.52%	55.98%

This shows our gender pay gap was broadly in line with, and in some cases lower than, those reported by other comparable colleges. The distribution of women across pay quartiles at Coleg Cambria shows a higher representation of women in the lower and lower-middle pay quartiles (68% and 66% respectively), with a gradual decrease in representation in the upper-middle (58%) and upper quartile (52%). This pattern is consistent with trends seen across the sector and indicates that the gender pay gap at Coleg Cambria is largely influenced by workforce composition and the concentration of men and women in different roles and pay levels, rather than unequal pay for equal work.

Gender Pay Gap - The data

Disability

Our disability pay gaps reflect the differences in the average pay of colleagues who have stated they have a disability compared with those who have not disclosed a disability from the 'snapshot' data taken on 31st March 2025. From this 110 of our colleagues disclosed a disability with 1219 of our colleagues not disclosing a disability.

When reviewing pay gaps, the mean and median are worked out by comparing the minority group against the majority. For the purpose of our Disability calculations, the minority group is our disabled population which therefore means our pay gap shows minus number.

2025

Mean **1.3%**

Median **0.0%**

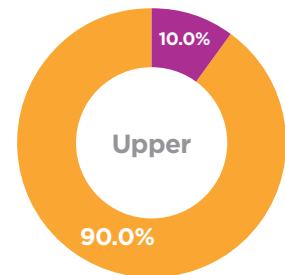
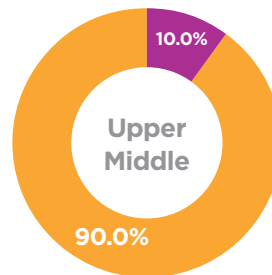
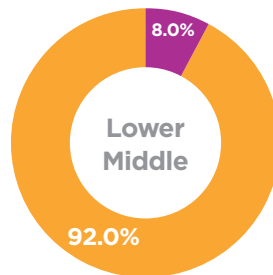
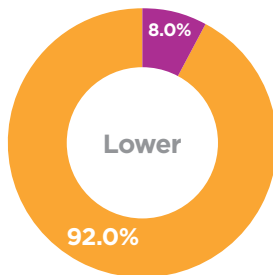
2024

Mean **-3.1%**

Median **0.00%**

The below charts show the quartile distribution for disability.

● No ● Yes



The disability pay gap analysis shows a significant positive increase in pay equity. The mean gap has reversed from -3.1% last year (indicating disabled colleagues were paid less) to 1.3% this year (indicating disabled colleagues are now paid more on average).

The median gap has achieved no gap at 0.0%. This is due to continued growth in representation, with the total number of disabled colleagues rising to 110 (or 8% of the workforce) and a more even redistribution across pay bands, particularly within the upper quartile where representation increased from 7% to 10%.

Gender Pay Gap - The data

Ethnicity

Our Ethnicity pay gaps reflect the differences in the average pay of colleagues who identify as Asian, Black or Multiracial with the average pay of those who identify as white on the 'snapshot' date of 31st March 2025. This shows 1266 (95.2%) of our colleagues identify as White and 32 (2.4%) as non-white, with 2.3% of colleagues selecting they prefer not to say. Last year's analysis placed those that disclosed they were non white and those they preferred not to say together, however, this year, for more in depth analysis, we have separated these categories and not included those who preferred not to say in the final calculations as we are unable to categorise them (31 colleagues).

2025

Mean **-13.71%**

Median **-13.76%**

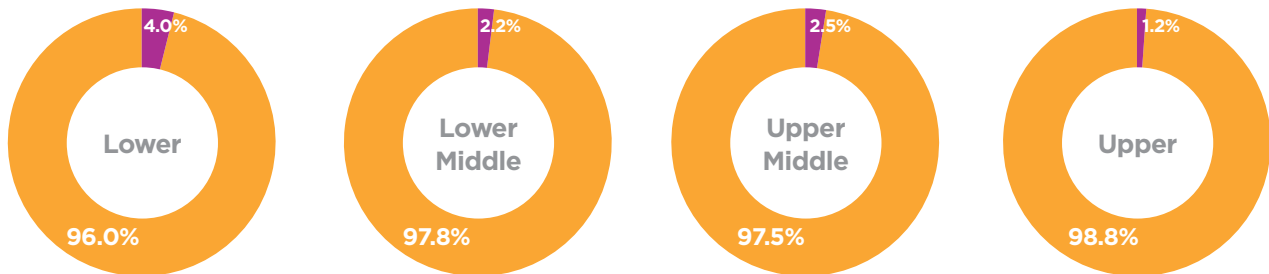
2024

Mean **-18.76%**

Median **-26%**

The below charts show the quartile breakdown of ethnicity:

● White ● Non White



When reviewing pay gaps, the mean and median are worked out by comparing the minority group against the majority. For the purpose of our Ethnicity calculations, the minority group is our non-white population. In this circumstance, our pay gap shows as a minus number and shows a large gap between the two groups. This figure reflects a disparity that we recognise and are committed to addressing within our organisation.

The ethnicity pay gap analysis for 2025 shows that Non-White colleagues are disadvantaged across both measures, with a Mean pay gap of -13.71% and a Median gap of -13.76 (where the negative indicates Non-White staff are paid less). Representation remains a significant concern, as the total Non-White headcount is only 32 colleagues, with a corresponding low percentage across the pay bands. For example, Non-White representation in the Upper Quartile is only 1%. This low representation across all quartiles highlights persistent challenges in the recruitment and retention of ethnic minority staff, particularly in senior and higher-earning roles.

Factors which affect the 2025 pay data;

As a college, we strive for the workforce to represent the diverse nature of the student population and community. The college operates fair processes in pay, recruitment and career progression to ensure that all colleagues are treated fairly and rewarded equally, regardless of protected characteristic.

Pay Approach

We remain a Real Living Wage employer, ensuring that all colleagues receive a salary that supports their basic needs and allows them to live with dignity. For lecturing and Instructor Demonstrator roles, we follow nationally agreed pay spines, with annual pay awards negotiated at a national level. This structured approach minimizes the potential for bias in our pay scales and promotes transparency and fairness. By adhering to these principles, we demonstrate our commitment to valuing and respecting all colleagues for their contributions.

Roles are evaluated and graded based on skills, experience, and responsibilities of the role, rather than factors such as gender, ethnicity, gender identity, or disability. This commitment to equality is underpinned by policies and procedures that promote fairness and remove barriers throughout the recruitment process.

This year, we continued to review our recruitment practices through an inclusive lens, continuing our focus on Learning Assistant roles and introducing these practices for other roles such as cleaners, Nursery Nurse and Progress coaches. By continuing to roll out these practices we saw the following:

8.71% increase of applicants with a disability apply for progress coach roles.

6.8% increase in female applicants to progress coach roles.

5.9% increase in applicants with disabilities to cleaner vacancies.

8.1% increase in female applicants for cleaner vacancies.

We recognise the importance of closing the pay gaps and are committed to taking meaningful steps to achieve this goal. Reviewing our recruitment processes is one of a number of initiatives to ensure all colleagues are treated fairly and equitably. These efforts will continue to be expanded throughout the coming year.

We also acknowledge the critical role that work-life balance plays in supporting career progression for everyone, regardless of gender. However, caregiving responsibilities often fall disproportionately on women, impacting their career advancement opportunities. In response, the college regularly reviews its policies to ensure they support colleagues effectively. We have significantly increased paid leave for both maternity and paternity purposes and offer an agile working policy, providing flexibility to accommodate diverse needs.

Closing the Gap

We are committed to reflecting the diversity of the society and community we serve, striving to improve representation at all levels of our workforce, particularly in senior roles. Achieving this goal requires time, sustained effort, and a commitment to challenging and shifting cultural norms and review of the barriers that face underrepresented groups.

To enhance diversity across the organisation, we are focusing on several key strategies. A crucial step is actively recruiting and promoting individuals from underrepresented groups. This includes plans to engage more with diverse communities, collaborate with organisations that champion diversity and inclusion, and offer targeted training and development programs to support career progression.

Creating a workplace culture that embraces diversity and inclusion is equally important. This involves fostering open communication, encouraging colleagues to share their perspectives and experiences, and providing opportunities for mentorship and networking. We will review our Aspiring Leaders program and consider for the next academic year; to focus on engaging individuals from underrepresented backgrounds to enhance diversity within our management team. By nurturing an inclusive culture, we can address existing gaps and build a stronger, more representative workforce.

We'll also consult wider across the college with our lived experience panel and other groups for ideas to support reducing our pay gap.

Finally, we recognise the importance of measuring and tracking progress. This includes gathering workforce diversity data, setting clear goals, and regularly evaluating the impact of our initiatives. By monitoring outcomes and making evidence-based adjustments, we can ensure that our efforts drive meaningful change.

Closing the pay gap is a complex issue that demands a long-term commitment. As a college, we are dedicated to ensuring all colleagues are paid fairly and equitably. Through collaboration and sustained effort, we can build a more inclusive and equitable workplace for everyone.



Key actions to close our pay gaps;

Workforce Diversity	Inclusive and equitable culture	Leadership and Accountability	Data Transparency
<p>Attracting and recruiting a diverse workforce.</p>	<p>Enhance our colleague experience through our inclusive culture that retains the diverse workforce and ensures equal opportunities.</p>	<p>Ensuring leaders are accountable for diversity, equality and inclusivity.</p>	<p>Being transparent with our pay gap data to be accountable for our actions to address them.</p>
<p>Increase the percentage of ethnic minority colleagues from 2.4% to 3% by August 2026.</p> <hr/> <p>Continuing to roll out our inclusive recruitment practices.</p> <hr/> <p>Strengthening links with Supported Employment organisations.</p> <hr/> <p>Review our Aspiring leader's programme to consider impact and need for forthcoming year. (To develop the right people to build a more diverse management population, allocating minimum places for under represented groups.)</p>	<p>Promotion of our internally diverse groups via our Equality and Diversity programme to give them opportunities to influence business outcomes.</p> <hr/> <p>Utilising the Lived Experience panel to regularly consult on decisions across the business.</p> <hr/> <p>Action planning following our colleague survey to better understand the needs of the workforce culture</p> <hr/> <p>Further promotion and encouragement of the PMAR process for pay progression for lecturers</p>	<p>Reviewing our grievance and raise and resolve policies and procedures to ensure people feel comfortable to raise concerns.</p> <hr/> <p>Embedding equality and inclusive practices through our Management Development programme</p> <hr/> <p>Being fully aware of our unconscious bias throughout recruitment processes.</p>	<p>Continue to publish our Gender pay gap annually and moving forward will continue to publish our ethnicity and disability pay gaps internally to inform us further.</p>

A large circular graphic is centered on the page. It features a thick, multi-colored border that follows a rainbow spectrum from green on the left to blue on the right. The center of the circle is a white, slightly shadowed sphere. Inside this sphere, the text "COLEG CAMBRIA PAY GAP REPORT 2025" is written in a bold, dark blue, sans-serif font, arranged in five lines.

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