



## **New College Durham**

### **Gender Pay Reporting as at 31 March 2025**

#### **1. Introduction and Background**

The College's ninth annual report on Gender Pay Reporting provides a breakdown of the College's gender pay gap based on the snapshot date of 31 March 2025 and has been undertaken in accordance with the College's legal duty under the Equality Act 2010 (Specific Duties and Public Authorities).

The purpose of Gender Pay is to show the difference between the average earnings of males and females and the submission of this data is required on an annual basis.

As reported previously, there are six calculations that the College is required to report on. These are:

- Average gender pay gap as a mean average;
- Average gender pay gap as a median average;
- Average bonus gender pay gap as a mean average;
- Average bonus gender pay gap as a median average;
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment;
- Proportion of males and females when divided into four groups ordered from lowest to highest pay.

A breakdown of these specific calculations can be found at Annex A of this report.

#### **2. Scope of Report**

- The data for this exercise has been taken from March's payroll which includes the snapshot date of 31 March 2025.
- The data includes all employees who are paid on a substantive or fixed term basis as well as College Supply Pool employees;
- The data includes basic pay and allowances (including Market Rate Supplement (MRS) payments).
- The data does not include overtime pay, redundancy or termination payments, or non-cash benefits such as those paid through salary sacrifice;

- The regulations create two categories of people that need to be taken into account in gender pay reporting: relevant employees and relevant full-pay employees;
  - A relevant employee is each individual job-holder employed by the College at the snapshot date (31 March 2025). This equates to a total of 696 employees of which 239 are males (34%) and 457 are females (66%).
  - A full-pay relevant employee is one who is employed by the College and is receiving “full pay” during the specified pay period. Where a member of staff is being paid less than usual rate of pay or zero (i.e. due to maternity, sickness) then they are not classed as a “full-pay relevant employee” for the purposes of this report. This equates to 646 employees of which 224 are males (35%) and 422 are females (65%).

### 3. New College Durham Results as at 31 March 2025

#### 3.1 The mean gender pay gap

The mean hourly rate of pay for all male full-pay relevant employees is £21.65 The mean hourly rate of pay for all female full-pay relevant employees is £19.36.

The mean gender pay gap therefore equates to 10.58%

#### 3.2 The median gender pay gap

The median hourly rate of pay for all male full-pay relevant employees is £22.14. The median hourly rate of pay for all female full-pay relevant employees is £17.76.

The median gender pay gap therefore equates to 19.78%

Table 1 provides a history of the mean/median hourly rates for the last four years.

**Table 1: Mean/Median Hourly Rates for 2021-2025**

	2021	2022	2023	2024	2025
<b>Mean Hourly Rate (Male)</b>	£17.76	£18.08	£20.00	£21.05	£21.65
<b>Mean Hourly Rate (Female)</b>	£15.48	£15.99	£17.60	£18.73	£19.36
<b>Median Hourly Rate (Male)</b>	£18.06	£19.02	£20.67	£21.49	£22.14

<b>Median Hourly Rate (Female)</b>	£13.29	£14.08	£15.46	£16.98	£17.76
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### **3.3 The mean bonus gender pay gap**

The College does not make bonus payments.

### **3.4 The median bonus gender pay gap**

The College does not make bonus payments.

### **3.5 The proportion of males and females receiving a bonus payment**

The College does not make bonus payments.

### **3.6 The proportion of males and females in each quartile band**

- Of the 161 relevant full-pay employees in the lower quartile, 33 are male and 128 are female. This means that 20.5% are male and 79.5% are female;
- Of the 162 relevant full-pay employees in the lower middle quartile, 54 are male and 108 are female. This means that 33.3% are male and 66.7% are female;
- Of the 162 relevant full-pay employees in the upper middle quartile, 78 are male and 84 are female. This means that 48.1% are male and 51.9% are female;
- Of the 161 relevant full-pay employees in the upper quartile, 59 are male and 102 are female. This means that 36.6% are male and 63.4% are female.

## **4. Conclusion**

Gender Pay Gap reporting in the UK is now in its ninth year and remains a core driver of transparency and fairness in the workplace. When discussing the gender pay gap, the median figure tends to be more representative than the mean. The mean gender pay gap is calculated by summing all hourly rates of pay and dividing by the number of employees; however, this can be skewed by a small number of high earners. The median represents the midpoint of all hourly pay rates, providing a clearer picture where pay variation exists.

**Table 2: Mean/ Median Gender Pay Gap for 2021-2025**

	2021	2022	2023	2024	2025
<b>Mean Gender Pay Gap (%)</b>	12.84	11.56	12	11.02	10.58
<b>Median Gender Pay Gap (%)</b>	26.41	25.97	25.2	21	19.78

Table 2 details the College’s mean and median gender pay gap from 2021 to 2025. For the latest period, the College reports a mean gender pay gap of 10.58% and a median gender pay gap of 19.78%. While the mean gap has generally decreased over time, the median gap has shown a consistent downward trend across the past four reporting periods, resulting in a total reduction of 6.63%.

Despite this improvement, the College’s median gender pay gap remains higher than the UK national average. According to the Office for National Statistics, the median gender pay gap for all employees in the UK was 12.8% in 2025, down from 13.1% in 2024. Although the College has reduced its gap, its figure continues to exceed the national average.

A significant contributor to the College’s gender pay gap is the distribution of male and female employees across pay quartiles (as shown in Table 3 below).

**Table 3: Gender Distribution across the quartiles for period 2022-2025**

	2022		2023		2024		2025	
	Male %	Female %						
<b>Lower Quartile</b>	32.4	67.6	31.4	68.6	23.7	76.3	20.5	79.5
<b>Lower Middle Quartile</b>	22.1	77.9	29	71	33.5	66.5	33.3	66.7
<b>Upper Middle Quartile</b>	46.2	53.8	39.4	60.6	44.7	55.3	48.1	51.9
<b>Upper Quartile</b>	40.3	59.7	45.2	54.8	40.4	59.6	36.6	63.4

Women are disproportionately represented in lower-paid roles, many of which are part-time or term-time positions. For 2025, 79.5% of employees in the lowest pay quartile are shown as female, compared with 63.4% in the highest quartile. While there are signs of improving representation in higher-paid quartiles, substantial imbalance remains in the lower quartiles, making rapid change unlikely in the short term.

The College remains committed to promoting equality and fairness in pay. This commitment includes ongoing review of workforce composition,

recruitment practices, progression pathways, and broader diversity and inclusion initiatives.

## **Upcoming Employment Rights Act Changes**

In addition to existing reporting duties under the Equality Act 2010, UK employment law is evolving to introduce mandatory, action-oriented planning for gender equality. Under the Employment Rights Act 2025, large employers (those with 250 or more employees), including the College, will be required to develop and publish Equality Action Plans. These plans will go beyond the publication of gender pay gap data and must set out clear, evidence-based actions the employer is taking to address gender pay disparities and support staff. The intention is to make pay transparency more meaningful and outcome-focused, rather than purely descriptive.

Equality Action Plans will be introduced on a voluntary basis from April 2026 and will become a statutory requirement from 2027. Further detail on the specific content and format of these plans is expected in due course. Early indications suggest that employers may also be required to include information on the gender pay gaps of outsourced service providers, thereby increasing transparency across contracted workforces.

These forthcoming requirements reinforce the principle that reporting gender pay gaps alone is insufficient to tackle inequality. Employers will be expected to translate data into measurable actions that address the underlying causes of pay disparities. For the College, this approach aligns with our existing commitments to promoting equality, improving career progression for under-represented groups, and supporting flexible and inclusive working practices.

Our ongoing participation in the Inclusive Employer Standard, through which we have achieved Bronze accreditation, will further support the development and implementation of these action plans.

## **Gender Pay and Equal Pay**

The gender pay gap measures the difference between the mean and median earnings of male and female employees across the organisation as a whole.

Equal pay, by contrast, relates to ensuring that employees receive the same level of pay for performing the same work, or work that has been assessed as being of equal value under the College's analytical job evaluation scheme. As reported in previous years, it is therefore possible for an organisation to have a gender pay gap without there being an equal pay issue.