Gender Pay Gap

Capel Manor College aims to be a supportive and flexible employer for its diverse and skilled work force and supports the fair and equitable treatment of all staff irrespective of gender and position. The College operates pay systems according to job roles, based on the Association of Colleges grading framework. Staff progress through their pay range based on an annual increment until the top of the grade is reached, subject to satisfactory performance.

The College is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women at the College; it does not involve publishing individual employees' data.

 The calculations are:

1. The mean gender pay gap
2. The median gender pay gap
3. The mean bonus gender pay gap
4. The median bonus gender pay gap
5. The proportion of males and females receiving a bonus payment
6. The proportion of males and females in each quartile band

The College has undertaken these calculations based on the gender pay gap reporting legislation. The Colleges' snapshot date for the above calculations was 31 March 2025 at which point the overall employee gender representation was broadly 69.67% female (255 staff) and 30.33% male (111 staff).

Gender Pay Gap Results

- The College's mean gender pay gap is 6.39%

- The College's median gender pay gap is -0.31%

The College does not make bonus payments and as such, calculations 3, 4 and 5 above are not relevant and have not been undertaken.

- The proportion of males and females in each quartile band is:

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	64.44%	74.19%	76.67%	63.44%
Male	35.56%	25.81%	23.33%	36.56%

Crystal Palace Park

The Jubilee Stand,
Ledrington Road SE19 2BS
020 8778 5572

Enfield

Bullsmoor Lane,
Enfield EN1 4RQ
0303 003 1234

Gunnersbury Park

Popes Lane,
Acton W3 8LQ
020 8993 6266

Mottingham

Mottingham Lane,
SE12 9AW
020 8676 0870

Regent's Park

The Store Yard, Inner Circle,
Regent's Park NW1 4NR
020 7486 7930

Commentary

The College's mean gender pay gap is 6.39%. This is a decrease of 2.92% from the previous year, when the mean gender pay gap was 9.31%. The College's median gender pay gap is -0.31%. This is a decrease of 1.85% from the year before, when it was 1.54%. The College's median gender pay gap is below the UK average gender pay gap of 13.10% (ONS, 2024). While we are encouraged by this progress, we recognise the need to improve the representation of women in upper-quartile roles. The College remains committed to ensuring fair, transparent and inclusive practices that support gender equality at every level.

Eradicating the Gender Pay Gap

- The College is committed to **eradicating the gender pay gap** and ensuring fair, transparent and equitable pay for all employees.
- We will continue to remove barriers that limit progression and ensure that women are represented at all levels across the organisation.
- Our approach focuses on strengthening inclusive practices, improving access to development opportunities, and ensuring that recruitment, promotion and reward processes are free from bias.
- We will monitor progress annually and take targeted action to support long-term, sustainable gender equality.
- The College also offers mentorship and the development of employees moving to senior positions.

Key Actions for the Year Ahead

- Strengthen pathways into Senior Roles
- We will expand leadership development and mentoring opportunities to support women progressing into senior and upper-quartile roles through training and awareness of our managers.
- Continued recruitment and promotion processes will be reviewed to ensure gender-balanced shortlisting and minimise bias at every stage.
- We aim to increase awareness and uptake of flexible working options to support staff with caring responsibilities and ensure that flexibility does not impact career progression.
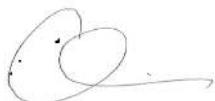
Cherie Nedd
Head of Human Resources
Capel Manor College

References

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https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandwork
inghours/bulletins/genderpaygapintheuk/2024 [Accessed: 3 February 2024]

Women in Economics summary report 2008 London Assembly research