



# Gender Pay Gap Report

March 2026



HEART OF  
WORCESTERSHIRE  
COLLEGE

# Introduction

In accordance with government guidelines, all organisations with 250 or more employees are legally required to produce and upload a report to the GOV.UK website detailing the gender pay gap within its workforce. This comes under the Equality Act 2010 (Gender Pay Gap information) regulations 2017. The report must also be published on the College website, so it is available to the public.

The Government is committed to closing the gender pay gap that exists within the majority of organisations. **In October 2025, the Office for National Statistics published its latest gender pay gap figures based on the April 2025 dataset. The national median gender pay gap for full time employees is now 6.9%, a small decrease from 7.1% in April 2024.**

## Our stats

The data below has been published on the gov.uk website by Heart of Worcestershire College

### Heart of Worcestershire College: 2025 Gender Pay gap data:

Women's hourly rate is **7.20% Lower (mean) 17.93% Lower (median)**

### Pay quartiles

How many men and women are in each quartile of the College's payroll

	WOMEN	MEN
Top quartile	62.50%	37.50%
Upper Middle Quartile	58.52%	41.48%
Lower Middle Quartile	67.41%	32.59%
Lower Quartile	80.00%	20.00%



# The Detail

Heart of Worcestershire College, in line with many colleges, has more female employees. The education sector has also always provided a range of flexible working patterns to suit the work/life balance of its staff.

Heart of Worcestershire College has a predominantly female workforce, with women especially well represented in lower and lower middle pay quartiles. Many women choose part time or term time only roles due to work-life balance benefits. While these opportunities are essential, they influence headline pay gap calculations. This does impact on Gender Pay Reporting calculations, however, we have always, and will continue to support and provide flexible working patterns. At HoW College we are proud of our diverse and multi-discipline workforce and the range of facilities we provide.



# Actions by the College to close the gender pay gap:

We are committed to:

- **Increasing opportunities for women to move into higher graded roles**
- **Ensuring fair and transparent recruitment and promotion processes**
- **Supporting flexible and inclusive working practices**
- **Providing enhanced support for colleagues experiencing menopause, in line with new government guidance for 2026 and beyond.**

## Our Commitment

The College is committed to inclusion and the promotion of gender equality. Moving forward, we will continue to keep our HR policies and processes under regular review to ensure we are making steps towards removing any existing gender pay gap and ensuring that there is a balanced representation of different genders within the workforce and across all roles.

We will continue to monitor the employment 'lifecycle' of our staff; from initial recruitment ensuring that we have fair and consistent selection processes, career development opportunities for all job roles; clear and consistent promotion and salary processes; with equitable and flexible working practices.

Other actions the College has agreed to pursue to close the gender pay gap include:

- **Support for flexible working, wellbeing and work/life balance**
- **Commitment to continuous professional development and fair and equal recruitment processes**
- **Continued policy review and development**
- **Workforce data analysis**

We are committed to reducing the gender pay gap and ensuring fairness, transparency and equality of opportunity across all staffing groups. We will continue to monitor pay data annually, publish updated figures, and take proactive steps to address any disparities.

I confirm the data in this report is accurate and prepared in accordance with statutory requirements.

**Head of Department, HR**  
**Emma Milsom**