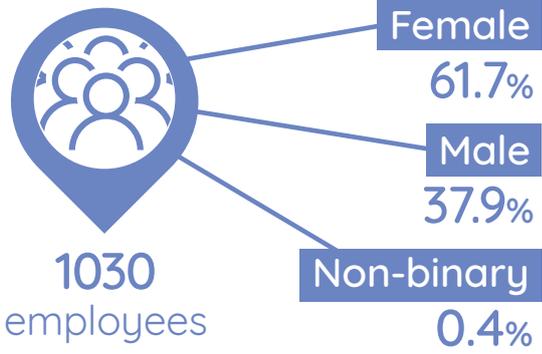


# Gender pay gap report summary

## Gender split at EPNE

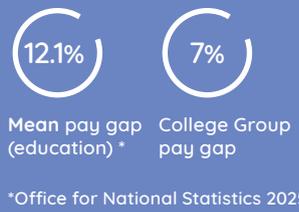


## Gender pay gap

		Female	Male	Gap
Mean	2025	£16.54	£17.78	7%
	2024	£16.43	£17.64	6.9%
	2023	£15.27	£16.58	7.9%
	2022	£14.81	£15.82	6.4%
	2021	£14.71	£15.71	6.4%
	2020	£14.44	£15.34	5.9%
	2019	£14.26	£15.28	6.7%
Median	2025	£14.74	£17.59	16.2%
	2024	£14.80	£16.92	12.5%
	2023	£13.96	£15.71	11.1%
	2022	£13.42	£15.02	10.7%
	2021	£13.68	£14.80	7.6%
	2020	£13.55	£14.80	8.45%
	2019	£13.55	£14.80	8.45%

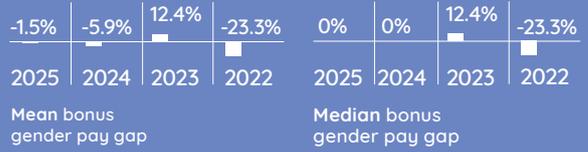


### National comparison



### Bonus pay

Gender % of those receiving a bonus:



Employment quartile bands	Female	Male	Grand total
Lower Quartile	168 (73%)	62 (27%)	230
Lower Middle Quartile	142 (62%)	87 (38%)	229
Upper Middle Quartile	134 (58.3%)	96 (41.7%)	230
Upper Quartile	118 (51.5%)	111 (48.5%)	229
Grand Total	562	356	918

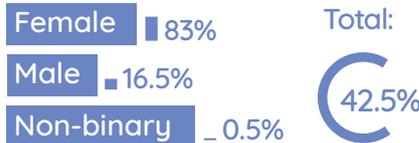
## Why a gender pay gap?

Part-time or term-time only (excluding teaching staff)

### 2025



### 2024



### 2023



### Actions we will take:

The College Group is satisfied that the differences are not due to the underpayment of women in roles similar to male colleagues. We will continue to monitor this and will take the following actions:

- Continue to review and enhance recruitment processes to encourage more female applicants into male-dominated academic subjects and to consider ways to diversify applicants
- Conduct additional analysis, in line with Gender Pay Gap Service recommendations, to understand the underlying factors contributing to the gap and identify appropriate actions to reduce it further. The newly implemented People & Payroll system will support more detailed reporting and analysis
- Continue to monitor and review our existing processes for capturing exit data and carry out additional turnover data analysis, to understand reasons for leaving, to determine appropriate actions to encourage retention
- Continue to monitor trends within the workforce, including the impact of new hires, casual employees, and additional employee groups on pay quartiles, to ensure equitable practices are maintained