

## WHC Group Gender Pay Gap 2025

The purpose of Gender Pay reporting is to show the difference between the average earnings of males and females. The data below represents the latest Gender Pay Gap data as at the end of March 2025 and will be updated annually.

**Table 1: Overall College Pay Gap:**

	2025	2024	2023	2022	2021	2020
Mean Gender Pay Gap	-2.42%	0.75%	-4.34%	-4.03%	2.96%	-0.11%
Median Gender Pay Gap	4.56%	8%	-1.24%	-1.00%	1.96%	2.41%

**Table 2: Split of Pay Gap by Quartile:**

Quartiles 2025	Females per Quarter	Females %	Males per Quarter	Males %
1st Quartile (Lower)	156	72.5	59	27.5
2nd Quartile	138	60	92	40
3rd Quartile	123	54.9	101	45.1
4th Quartile (Upper)	148	68.2	69	31.8
<b>Grand Total</b>	565	63.77	321	36.23

### Overall Commentary

The figures presented are an accurate reflection of the greater number of females employed overall.

The data shows a shift from last year when males averagely were paid slightly more than females (16p per hour more), to females now on average earning more than males (54p per hour more).

### Mean Gender Pay Gap

**Table 3: Mean hourly figures split by gender and quartile:**

		Gender Distribution		Mean Hourly Value				
Mean	Quartile	Female	Male	Total	Female	Male	Difference	Outcome Statement
	Lower	156	59	215	£13.41	£13.71	-£0.30	Males earn 2.19% more than Females
	Lower Middle	138	92	230	£18.01	£17.52	£0.49	Females earn 2.8% more than Males
	Upper Middle	123	101	224	£22.64	£22.33	£0.31	Females earn 1.39% more than Males
	Upper	148	69	217	£37.46	£36.02	£1.44	Females earn 4% more than Males
	<b>Total</b>	<b>565</b>	<b>321</b>	<b>886</b>	<b>£22.85</b>	<b>£22.31</b>	<b>£0.54</b>	<b>Females earn 2.42% more than Males</b>

The data shows that overall females on average within West Herts College earn 54p per hour (2.42%) more than males. This is a shift from the previous year where males on average earned 16p per hour more than females.

In the lower quartile males on average earn more than females (30p per hour - 2.19%), however females earn on average more than males in the lower middle, upper middle and upper quartiles (49p per hour - 2.8%, 31p per hour - 1.39% and £1.44 per hour- 4% respectively). It is noted that in the upper quartile, females earn on average £1.44 per hour more than males, which is reflective of the higher number of females working in the senior team.

This compares to last year where males earned more per hour in the lower and upper middle quartiles.

### Median Gender Pay Gap

**Table 4: Median hourly figures split by gender and quartile:**

	Quartile	Gender Distribution		Total	Median Hourly Value		Difference	Outcome Statement
		Female	Male		Female	Male		
<b>Median</b>	Lower	156	59	215	£13.23	£13.75	−£0.52	Males earn 2.19% more than Females
	Lower Middle	138	92	230	£18.87	£17.47	£1.40	Females earn 8.01% more than Males
	Upper Middle	123	101	224	£21.94	£22.11	−£0.17	Males earn 0.77% more than Females
	Upper	148	69	217	£37.10	£36.12	£0.98	Females earn 2.71% more than Males
	<b>Total</b>	<b>565</b>	<b>321</b>	<b>886</b>	<b>£19.25</b>	<b>£20.17</b>	<b>−£0.92</b>	<b>Males earn 4.56% more than Females</b>

The overall median (mid-point) pay gap shows that males are paid 92p per hour more than females (4.56%), which compares to last year at £1.64 per hour more for males (8.29%).

The data shows that in the lower and upper middle, males earn more than females (52p per hour and 17p per hour respectively), however females are paid 98p per hour more in the upper quartile.

### Bonus Gender Pay Reporting

During the 12-month collection period for Bonus Gender Pay Gap data, 711 employees received one or multiple bonus payments. One all-staff bonus was awarded in the period to all eligible employees with the maximum bonus payment received at any one time being £300. 182 employees did not receive any bonus payments due to ineligibility.

**Table 5: Bonus Gender Pay Gap:**

	All Staff 24-25
<b>Proportion of Males Receiving a Bonus</b>	77%
<b>Proportion of Females Receiving a Bonus</b>	81%

	All Staff 24-25
<b>Mean Bonus Gender Pay Gap</b>	13.43%
<b>Median Bonus Gender Pay Gap</b>	17%

	2024-2025	2023-2024	2022 - 2023	2021 - 2022
<b>Proportion of Males Receiving a Bonus</b>	77%	85%	83.59%	85.56%
<b>Proportion of Females Receiving a Bonus</b>	81%	84%	83.86%	82.91%
<b>Mean Bonus Gender Pay Gap</b>	13.43%	15.05%	15.01%	10%
<b>Median Bonus Gender Pay Gap</b>	17%	18.07%	23.05%	28%

### **Gender Pay Gap Actions**

As part of addressing the gender pay gap the College will continue to implement the working practices listed below:

- Blind recruitment process
- Recruitment panels which are diverse and have at least one neutral member
- Structured interviews for recruitment and selection
- All vacancies are advertised internally
- Apprenticeship levy is utilised where appropriate to assist with the development of employees
- Continually improve the reporting of recruitment and selection and internal progression
- Develop succession planning programme
- Continue to develop the management training and development programme