

GENDER PAY GAP REPORT FOR TRURO AND PENWITH COLLEGE 2025

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1.1 Overview

Truro and Penwith College is a high performing tertiary college in Cornwall with four campuses in Truro, Penzance, Bodmin and Tregye. Our employees are split between support and academic staff, with a varied range of contractual types and roles. This report provides a snapshot of our gender pay as of 31st March 2025 and is based on a headcount of 1092 employees. This is split 679 (62%) females and 413 (38%) males. No bonus payments were awarded in the snapshot period, as such there is no data to report for these categories.

We are reporting our gender pay gap as follows:

- The mean gender pay gap for Truro and Penwith College is 4.9%. This compares to 7.4% in 2024.
- The median gender pay gap for Truro and Penwith College is 11.9%. This compares to 17.5% in 2024.

For clarity:

Mean gender pay gap – The difference between the arithmetic average hourly pay of all men and the average hourly pay of all women. It has been calculated by totalling all of the hourly rates by a gender group and dividing by the total number of people in that group.

Median gender pay gap – The difference between the midpoint hourly pay for men and the midpoint hourly pay for women. It has been calculated by lining up all employees in a gender group from the lowest to the highest paid, the person exactly in the middle represents the median.

What this data tells us is that despite women representing 62% of the workforce, males are paid more than the women from both a mean and median perspective.

Our gender pay is further analysed by four quartiles using the standard methodologies as required for reporting in line with the Equality Act 2010 Regulations 2017. This analysis is presented in Table 1:

Table 1: 2025 Truro and Penwith College Pay quartiles by gender			
Band	Males	Females	Description
A	31%	69%	Includes all employees whose standard hourly rate places them at or below the lower quartile
	85	188	

			<p>Example roles</p> <p>Cleaners, Nursery Assistants, Estates Operatives, Admin Assistants, Learning Support Mentors, Invigilators, HE Student Ambassadors, Technicians</p>
B	<p>37%</p> <p>101</p>	<p>63%</p> <p>172</p>	<p>Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median</p> <p>Example roles</p> <p>Central Admin Team, Payroll Administrators, Learning Services Tutors, Exams Assistants, Personal Support Advisors, Non-qualified Lecturers, Inclusive Practitioners, Deputy STLs, HRES Associate, Training Advisors, Finance Staff, Estates Duty Managers,</p>
C	<p>36%</p> <p>98</p>	<p>64%</p> <p>175</p>	<p>Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile</p> <p>Example roles</p> <p>Qualified Lecturers, Counsellors, Senior Secretaries, Exams Manager, IT Developers, Coordinators, Estates Plumber, Estates Carpenter, Management Trainer</p>
D	<p>48%</p> <p>131</p>	<p>52%</p> <p>142</p>	<p>Includes all employees whose standard hourly rate places them above the upper quartile</p> <p>Example roles</p> <p>HoFs, D HoFs, Support Team Leaders, Qualified Lecturers, IT Leads, Associate Directors, Directors, Principal</p>

1.2 Context

Truro and Penwith College are committed to equal opportunities and the equal treatment of all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

To ensure continuity of pay, we assign consistent rates of pay to our job roles which demonstrates our commitment to paying our employees for the same or equivalent work irrespective of protected characteristics.

1.3 Summary of findings

1.3.1 Pay quartiles by gender

Table 1 illustrates Truro and Penwith College’s workforce divided into four equal sized groups based on hourly pay rates. Band A represents the lowest paid 25% of our workforce through to Band D covering the highest paid. For there to be no gender pay gap, there would need to be an equal ratio of men to women across all four bands. Band A comprises 69% women, compared to 31% men. As we progress through the bands, the balance is less stark with males accounting for 37% Band B, 36% Band C and 48% Band D. Whilst Band D is the most balanced of all bands, it is worth noting that of six of the seven members of the senior management team are women. It is worth noting that within Band D, all six Directors are women and these are one of the highest paid roles within the College.

1.3.2 Gender pay comparison by sector

Table 2 shows comparative gender pay data for Truro and Penwith College by sector.

Gender pay gap comparison within sectors					
	2025 Truro and Penwith College	2025 ONS ASHE Whole Economy	2025 ONS ASHE Education Sector	2025 ONS ASHE Tertiary Education	2025 ONS ASHE Higher Education
Mean gender pay gap	4.9%	13.4%	12.1%	13.9%	13.8%
Median gender pay gap	11.9%	12.8%	17%	10.8%	10.3%

As table 2 illustrates, the mean gender pay gap for TPC in 2025 is 4.9% which is 8.5 percentage points below the whole economy average of 13.4%. It is also below comparable mean gender pay gap averages within the education sector, tertiary education and higher education. We can also report favourable improvements year on year with a 2.5 percentage point improvement from the 2024 reported 7.4% TPC mean gender pay gap.

In 2025, the TPC median gender pay gap is 11.9% which is 0.9% below the whole economy average of 12.8%. We remain better than the education sector average of 17% but are 1.1% above tertiary education (10.8%) and 1.6% above higher education (10.3%). Year on year, there have been significant improvements in closing the TPC median gender pay gap has reduced from 17.4% to 11.9%, an improvement of 5.5 percentage points. The lower median has been impacted by the 1st April 9.7% increase in national minimum wage, this impacted 25% of our workforce (273). The general pay award during that period was 2% which also contributed to a large increase for those at the bottom end of the pay scales.

1.4 TPC Strategic focus to address the gender pay gap

While Truro and Penwith College's gender pay gap compares favourably across the whole UK economy and education sector, men are still paid more than women despite only representing a third of our workforce.

In late 2025, a new HR team was appointed and the longer-term strategic focus will be on better understanding the factors that are contributing to this gender pay gap so that we can take a more targeted approach to reducing it. The analysis of the gender pay gap data and trends will be facilitated by the implementation of a new HR system in late 2026, currently systems are very paper based and reporting capacity is limited.

The following are live workstreams which are starting to address the gender pay gap at Truro and Penwith College:

1.4.1 HR Policies and Procedures

We have a heightened focus on the HR policies and procedures to ensure that we remain compliant with legislation and are able to best support our workforce with continuity and fairness of practice. The team meet on a monthly basis to review policies and as part of this process equality impact assessments are completed and policies are checked, challenged and signed off by the board of Governors and our Senior Management Team. A schedule of policy review is being developed with plans to review on an annual basis or when there is a required change such as through the Employment Rights Act.

1.4.2 Flexible Working Practices

As an employer, we offer a wide range of contracts and flexible working arrangements that help us meet our business needs but also recognise the flexible needs of our employees. This is underpinned by a flexible working policy which ensures fairness and transparency of decision making. As a college in the heart of our community, we also shape our terms to ensure that they are closely aligned with term dates of other educational establishments which has helped reinforce our ethos as a people focused employer. In addition, we also have an onsite nursery at our Truro Campus which is well supported by our workforce and again supports working parents.

1.4.3 Salary Pay Band Review Project

Truro and Penwith College are currently reviewing salary pay bands and developing a pay policy as we demonstrate our commitment to ensuring our workforce are paid fairly for the work that they do and that there is a clear policy underpinning all decisions pertaining to pay. This project aims to address the rates of pay for many of our lowest paid workers, which make up 69% of quartile A as an example. We have a longer-term aspiration to become a real living wage employer but this must be a financially sustainable model. The project is due for completion in September 2026 and will make a significant contribution to reducing the gap.

1.5 Conclusion

The gender pay gap data for Truro and Penwith College in 2025 compares favourably with the averages for the whole economy. We have made positive progress to closing the gap with notable year on year improvements in mean and median reporting. There is still work to do, particularly around reducing our median gender pay gap which is slightly above tertiary college and higher education averages. This is reinforced by the median data which shows that whilst women make up 62% of the workforce, we still have a median gender pay of 11.9%. With a new HRIS system on the horizon we will be in a much-improved position to take even deeper dives into our data as we maintain our focus on addressing pay inequalities. The pay band review will also reshape some historic banding and ensure there is enhanced fairness of pay across the organisation in the future.

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