



Gender Pay Gap Statement 2024

In line with all other organisations of more than 250 employees, Epsom College is required to publish specific calculations showing the difference between the pay for male and female employees. This requirement was introduced under the Equality Act (Gender Pay Gap Information) Regulations 2017, with the first effective period for reporting being 5th April 2017.

The College is required to analyse and report on the average rates of pay for its male and female employees at the snapshot date, **5th April 2024**, providing the following information:

Mean Gender Pay Gap:

Using the mean average pay, female employees are paid 12.3% less than male employees (2023: 12% less than men).

Median Gender Pay Gap:

Using the median average pay, female employees are paid 11.6% less than male employees (2023: 11% less than men).

Pay Quartiles

Top Quartile	60% male	40% female	(2023: 55% male, 45% female)
Upper Middle Quartile	46% male	54% female	(2023: 40% male, 60% female)
Lower Middle Quartile	32% male	68% female	(2023: 34% male, 66% female)
Lower Quartile	49% male	51% female	(2023: 46% male, 54% female)

There were no bonus payments.

Epsom College is committed to providing a fair working environment for staff, and that includes ensuring that staff are paid an impartial rate of pay for the work that they do.

Teaching staff are remunerated on an incremental pay scale that rewards them for their professional performance, wider contribution to the College and their level of experience. Support staff pay is regularly reviewed and benchmarked on a national and local basis to ensure that pay correctly reflects the value and complexity of the work undertaken. Male and female staff at Epsom College are treated equally on appointment, and throughout their careers at the College.

The College, therefore, believes that the gap in pay detailed above reflects the nature of the College's personnel. It will continue to review rates of pay to ensure that they are unbiased and reflect the pay for similar roles in the wider market.

I confirm that the calculations are an accurate representation of the College's position at 5th April 2024.

A handwritten signature in black ink, appearing to read "Alex Russell", is positioned above the printed name.

Mr Alex Russell
Chair