

Gender Pay Gap Report

Snapshot date 31 March 2025

Gender Pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing the pay gap between male and female employees. The college has published the figures on the Government Equalities website.

Hertford Regional College's pay approach supports the fair treatment, reward and recognition of all staff irrespective of gender.

HRC uses pay scales and grades with incremental annual progression and spot points. Pay scales and spot points vary according to the level of responsibility for a role. Job roles in the college are assigned a grade/spot point. Staff are expected to move through the incremental points for their grade, based on length of service and where staff are on spot points, the same approach is taken.

Please see below the calculations for Hertford Regional College over a three-year period:

	Mar-25	Mar-24	Mar-23	Diff 24 vs 25	
Mean Gender Pay Gap	11.40%	12.50%	14.50%	-1.10%	↓
Median Gender Pay Gap	20.30%	17.50%	22.90%	2.80%	↑
Mean Bonus Pay Gap	24.90%	31%	24.40%	-6.10%	↓
Median Bonus Pay Gap	20.70%	25.10%	22.30%	-4.40%	↓

Hourly pay gap

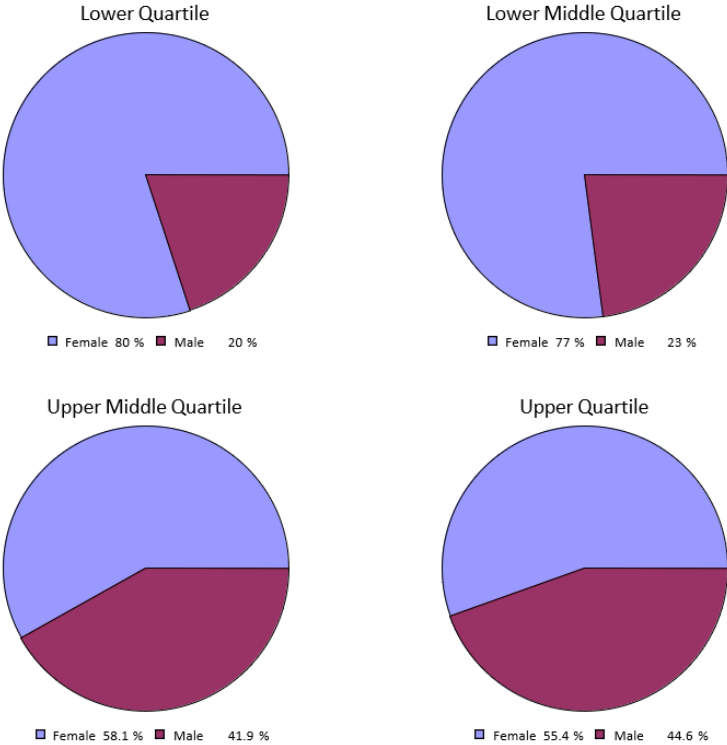
When comparing median hourly rate, women earned 80p for every £1 that men earn. The gap has widened by 2 pence compared to 2024 when women earned 82p for every pound that men earned. In 2025 women’s median hourly pay is 20.3% lower than men’s. (17.5% in 2024)



When comparing mean hourly pay, women’s mean (average) hourly pay was 11.4%. The gap has decreased by 1.1% when compared with 2024.

Quartile pay bands

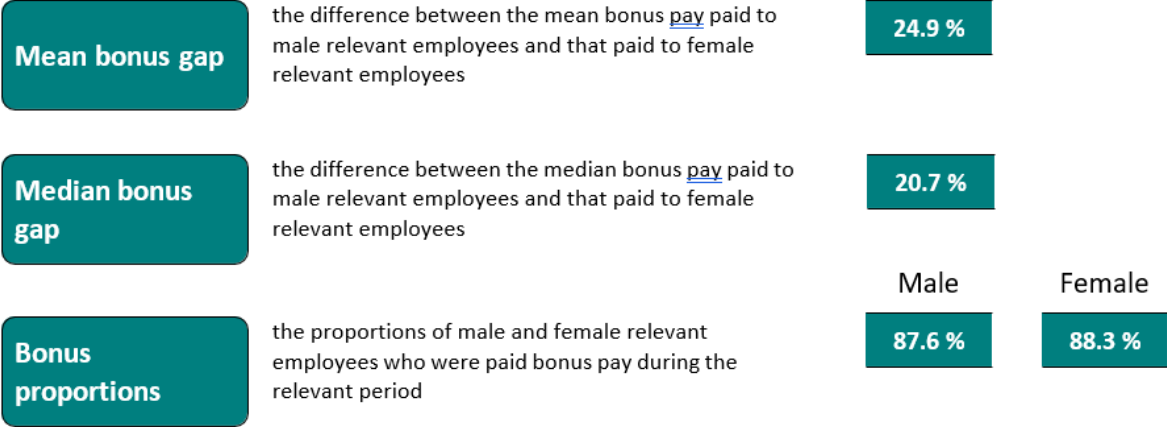
The graphs below show the gender proportions of relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.



Bonus Pay Gap

Women’s mean (average) bonus pay was 24.9% lower than men’s. This gap has narrowed from 31% in 2024. Possible cause of this gap are that more women work part time. Bonuses paid (that are linked to college performance) are pro rata based on a full time equivalent.

88.3% of women and 87.6% of men received bonus pay



Rationale for the gap

Where male and females occupy these roles, they are paid on the same pay scale. The gender distribution between lower paid and higher paid jobs accounts for the pay gap. The gender profile for the FE workforce has been for many years more female dominated, possibly because of the part-time, term-time working flexibilities offered.



Eradicating the Gender Pay Gap

The College will ensure that gender equality is a central point in the creation of our College's Equality, Diversity and Inclusion Strategy. We will continue to review our recruitment and salary assessment processes, and the under-representation of women in higher paid job roles.

We will continuously ensure that women have the opportunity and ability to progress their careers within the College through talent management, on-going personal development and flexible working.

March 2026