

Gender Pay Gap Report 2025

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Report for Publication on Morley College London¹ Website and for Submission to Government

Introduction

This report sets out the gender pay gap statistics for Morley College London in relation to the snapshot date of 31 March 2025.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, **Morley College London** is legally required to publish, on an annual basis, specified information relating to their gender pay gap. Employers need to publish six calculations showing:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap (if applicable)
- median bonus gender pay gap (if applicable)
- proportion of males and females receiving a bonus payment (if applicable)
- proportion of males and females in each pay quartile

The following information has been calculated in accordance with the Regulations.

The gender pay gap

The gender pay gap is the difference between the average (arithmetic mean) pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

It is important to note the difference between equal pay (where roles of equivalent value secure the same salary) and gender pay which looks at the difference across all roles between the average and median pay of males and females.

Organisational context

Morley College London is a vibrant, welcoming and diverse educational hub, with centres in North Kensington, Chelsea and Waterloo offering a wide variety of learning, including art and design, music, dance, health, humanities, and languages, to tailored provision for 16-18 year olds. Classes run during the day, in the evening and at weekends, and offer full and part-time learning opportunities for adults of all ages, whatever their experience in learning to date. The College delivers thousands of unaccredited specialist and accredited courses, to over 11,000 students each year. We look to recruit, retain and develop individuals who are professional, committed to education, and put learners' needs first.

¹ Morley College London is the trading name of Morley College Limited, a company limited by guarantee in England and Wales (no. 2829836).

Our commitment to equality and diversity

The College has a strong commitment to equality, diversity and inclusion and anti-racism. All staff and students are responsible for ensuring that diversity is valued and that all staff promote an inclusive college, which goes beyond meeting legal obligations and helps Morley contribute to social justice and community cohesion.

The college therefore takes its commitment to gender equality seriously and is active in taking steps to ensure that Morley is an inclusive and diverse place to work and study. Such measures include:

- Widely advertising vacancies.
- A competency-based approach to recruitment which includes an “anonymised” shortlisting process with assessment of candidates against objective role-related criteria and appointments being made on the basis of merit
- Ensuring our recruitment panels are diverse and reflect our students and our local communities
- Setting fixed pay scales for roles of the same type across the organisation.
- The provision of specific recruitment and selection training for managers.

Gender Pay Gap

As an organisation employing more than 250 people, Morley College London is required by law to publish gender pay gap information every year showing the difference in average earnings for men and women on the snapshot date of 31 March 2025.

The data for 2025 show:

Mean gender pay gap	4.3%
Median gender pay gap	0.5%
Mean bonus gender pay gap	Not Applicable
Median bonus gender pay gap	Not Applicable
Proportion of male employees who receive a bonus	Not Applicable
Proportion of female employees who receive a bonus	Not Applicable

Mean gender pay gap

Based on the mean (or average) hourly rate of pay for male and female employees in the relevant pay period, our gender pay gap is 4.3% (rounded to one decimal place), meaning that across the College the average salary for women is 4.3% less than the average salary of men. This compares to a gap of 5.0% in 2024, showing a reduction in the average salary gap or 0.7 percentage points

Median gender pay gap

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, the gender pay gap shows that the median position for women is higher than that for men by 6.2%. This compares with 4.4% in 2024 due to the higher number of teaching staff paid at a rate above the median.

Gender bonus gap

No employees were paid a bonus in this relevant pay period.

Pay quartiles by gender

The following tables separate our entire workforce into four equal quartiles based on the salaries that are paid to these employees. The first table sets out the proportion of women and men that make up each quartile individually.

Band	Female	Male
Lower quartile	68.1%	31.9%
Lower middle quartile	55.6%	44.4%
Upper middle quartile	61.5%	38.5%
Upper quartile	59.3%	40.7%

The following table sets out the number of women and men broken down by quartiles

Band	Female		Male	
	% of total workforce	Number of staff	% of total workforce	Number of staff
Lower quartile	16.8%	92	7.8%	43
Lower middle quartile	13.7%	75	10.8%	60
Upper middle quartile	15.1%	83	9.5%	52
Upper quartile	14.6%	80	10.0%	55

The College's workforce remains largely female, with women making up 61% of staff covered by this report and men 39%. The quartile information shows that women are generally well represented at the College across all pay quartiles and increasingly in the upper quartile. However, within the upper quartile men are over-represented at the highest salary levels.

Further work is needed to ensure all barriers to progression for women are removed and that we consistently support and encourage women within Morley to progress their careers with us. We will continue to use different routes to market for all roles to promote diversity within the College that reflects our students and the communities we serve.

The use of sessional (or hourly paid) colleagues in teaching roles increases the proportion of women within the workforce. These roles provide useful flexibility for colleagues especially with caring responsibilities, which often can be roles filled by women.

Action plan to address gender pay disparity

We are committed to reducing, and subsequently closing, any identified gender pay disparity. To achieve this aim we need to pursue a number of different strategies to ensure that men and women are adequately represented across the full range of job roles at all levels in the organisation.

While our gender pay gap remains relatively small, Morley College London is not complacent and is committed to addressing the underlying causes of such a gap.

- Including equality and inclusion statements in our recruitment materials especially for senior roles where women are underrepresented in the College
- Implementing talent pipelines through investment in leadership and development training for our management cohorts
- Exploring flexible working arrangements, working patterns and meeting structures to support a more diverse workforce, including those with caring and parental responsibilities.

Confirmatory statement

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Signed:_____

Date of statement:_____

Name:

Contact

Please direct any queries relating to this gender pay gap report to *Paul Hughes, Interim Director of People Operations* by contacting them:
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