

Introduction

This report provides the Corporation with an overview of Coastland College's statutory Gender Pay Gap outcomes for the reporting year 2025–26. As required under the Equality Act 2010 (Gender Pay Gap Information) Regulations, organisations with more than 250 employees must publish specific pay data annually. The figures within this report reflect a snapshot of our workforce as of 31 March 2025, and will be published on both the College website and the Government's Gender Pay Gap reporting service by 30 March 2026.

It is important to distinguish between equal pay and the gender pay gap. Equal pay relates to men and women being paid the same for equivalent roles. The gender pay gap reflects the difference between the average pay of all men and women across the workforce, regardless of role, seniority or working pattern.

Coastland College remains committed to the principles of equity, inclusion and fair reward.

Coastland College remains committed to the principles of equity, inclusion, fair reward and the principles of equal pay. Our internal pay structures ensure that men and women are paid equally for work of equal value.

Statutory Gender Pay Gap Metrics

The six required measures and Coastland College's outcomes for 2025–26 are as follows:

- **Mean gender pay gap:** 4.8%
- **Median gender pay gap:** 13.9%
- **Mean bonus pay gap:** 0.0%
- **Median bonus pay gap:** 0.0%
- **Proportion of staff receiving a bonus:** 0.0% (no bonus schemes operated)

Main gender pay gap figures

- women earned 86p for every £1 that men earned (comparing median hourly pay)
- women made up 55.4% of employees in the highest paid quarter, and 76.1% of employees in the lowest paid quarter

Hourly pay

- women's median hourly pay was 13.9% lower than men's – this means they earned 86p for every £1 that men earn when comparing median hourly pay
- women's mean (average) hourly pay was 4.8% lower than men's



Pay quarters

At Coastland College, women made up:

- 55.4% of employees in the upper hourly pay quarter (highest paid jobs)
- 66.7% of employees in the upper middle hourly pay quarter
- 69.5% of employees in the lower middle hourly pay quarter
- 76.1% of employees in the lower hourly pay quarter (lowest paid jobs)

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Bonus pay

No bonus payments were made to any employees during the reporting period.

Interpretation of the Results

The College's gender pay gap continues to reflect the structure of our workforce rather than inequalities in pay for likeforlike roles. Women represent 67% of the total workforce, while men make up 33%. A significant proportion of female colleagues work in termtime only or parttime roles, particularly within the lower pay quartiles, which is a key driver of both the mean and median pay gaps

Women are well represented within the upper quartile (55.4%), demonstrating strong female presence in higher-paid academic, managerial and specialist roles. However, the concentration of women in lower quartile roles creates an overall structural pay gap.

No bonus payments were made to any employees during the reporting period.

Compliance and Assurance

The Corporation can be assured that:

- Coastland College continues to operate robust, transparent pay frameworks;
- There is no evidence of unequal pay for work of equal value.

The published data therefore reflects workforce distribution, not unequal treatment.

Actions Taken and Future Commitments

The College remains focused on reducing the gender pay gap over time and further strengthening equality of opportunity. Key commitments include:

- **Recruitment equity:** Monitoring shortlisting and appointment trends to encourage balanced representation across all roles.
- **Flexible working:** Promoting flexible and part-year opportunities at all levels, including leadership roles.
- **Career development:** Supporting internal progression, including leadership programmes and CPD pathways, with a focus on under-represented groups.
- **Workforce analytics:** Continued monitoring of annual gender pay outcomes and deeper analysis of role types, turnover patterns and progression routes to inform interventions.

These actions form part of a wider organisational commitment to equality, diversity and inclusion, ensuring the College remains an employer of choice and a leader in fair employment practice.

Statement of Accuracy

I confirm that the Gender Pay Gap data for Coastland College for the reporting year 2025–26 has been calculated in accordance with the statutory requirements and is accurate.

Principal and CEO: Kate Wills

Director of HR: Sophie Long and Joanne Booth

Date: 27 February 2026

Date Report received Full Governing Board Approval: 3 March 2026

Appendix 1

The median gender pay gap figure

This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman in the middle of a list of hourly pay, ordered from highest to lowest paid.

A median involves listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the 2 central numbers.

Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay, or bonuses. However, this means that not all gender pay gap issues will be picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid employees.

The mean (average) gender pay gap figure

The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

A mean involves adding up all of the numbers and dividing the result by how many numbers were in the list.

Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. Very high or low hourly pay can 'dominate' and distort the figure.

Appendix 2

Pay Quarters Table

Pay quarters show the percentage of men and women employees in 4 equally-sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different levels of the organisation.

Pay quarter		Women (%)	Men (%)	Total (%)
Upper hourly pay quarter (highest paid)	Percentage in this pay quarter	55.4	44.6	100
	Percentage of all employees	13.9	11.2	25
Upper middle hourly pay quarter	Percentage in this pay quarter	66.7	33.3	100
	Percentage of all employees	16.7	8.3	25
Lower middle pay quarter	Percentage in this pay quarter	69.5	30.5	100
	Percentage of all employees	17.4	7.6	25
Lower hourly pay quarter (lowest paid)	Percentage in this pay quarter	76.1	23.9	100
	Percentage of all employees	19.0	6.0	25
Totals		66.9	33.1	100