

Gender & Ethnicity

Pay Gap Report

2024-25

 **MK College Group**



Foreword.

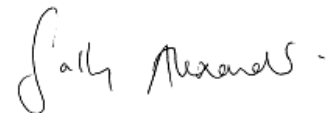
We are proud to present the fourth edition of our report, which integrates both ethnicity and gender pay gap data for the year 2024/25. Our commitment to transparency and accountability drives us to prioritise the timely production of this document, ensuring that our gender pay gap data is reported almost a year ahead of the statutory requirement. As signatories of the Business in the Community's Race at Work Charter, we also publish our ethnicity pay gap data, reflecting our dedication to monitoring and addressing these disparities.

Our workforce, comprising approximately 70% women, defies the sector norm of significant gender pay gaps. Instead, our data reveals minimal and steadily decreasing pay gap trends, alongside a growing representation of Black, Asian, Mixed, and Minority Ethnic colleagues. This report underscores our strategic focus on valuing and nurturing talent, which is crucial for achieving equitable outcomes for all employees, regardless of gender or ethnicity.

In 2024, we made a concerted effort to provide a pay award to our campus and prison services staff, acknowledging the financial constraints within the further education sector. We recognise that the quality of our students' experiences is closely linked to the well-being of our staff. Therefore, we strive to enhance the working environment, despite the broader economic and social challenges faced by our community.

This report also highlights our commitment to the Association of Colleges' Equity, Diversity, and Inclusion Charter, and our pledge to the public statement by colleges. We are dedicated to embedding equity and inclusion within our curriculum, employment policies, and practices, and to engaging with our community and partners to uphold these values.

The ongoing global challenges, including conflicts, economic pressures, and political instability, continue to impact us all. In this context, our EDI initiatives are more critical than ever, aligning with our core values and our mission to create a fairer future for our students, community members, and colleagues. We will continue to advance our strategic workforce planning to ensure that inclusion, equity, and diversity remain at the forefront of our efforts.



Sally Alexander
CEO and Group Principal



Ruby Parmer
Chair of Governors

The headlines.

The data below is from a snapshot taken on the 31st March 2025. This is the third year the Group has published its pay gap report within 2 months of the reporting period. The impact of reporting as early as possible enables the Group to respond in a timely manner, ensuring a more meaningful approach towards building fairer futures for all. Ethnicity representation is calculated as a proportion of those who have shared their ethnicity, and the pay gap is calculated relative to White ethnicity.

WOMEN	<div>7%↑</div> <div>Mean Pay Gap</div> <div>This is an increase on the 5.8% reported the previous year</div>	<div>7.7%↑</div> <div>Median Pay Gap</div> <div>This is an increase on the 7.3% reported the previous year</div>	<div>69%≡</div> <div>Representation</div> <div>This is consistent with all previous years</div>	<div>1%</div> <div>Bonus payments</div> <div>This compares to 0.8% of Men. Women received 83% of all bonus payments</div>
	<div>3.7%↓</div> <div>Mean Pay Gap</div> <div>This is a decrease on the 5.6% reported the previous year</div>	<div>3%↑</div> <div>Median Pay Gap</div> <div>This is an increase of the 2.5% reported the previous year</div>	<div>16.7%↑</div> <div>Representation</div> <div>This is consistent with the previous year</div>	<div>1.9%</div> <div>Bonus payments</div> <div>This compares to 0.9% White employees. ME₁ received 26% of all bonus payments</div>
	<div>1205↑</div> <div>Employees</div> <div>Increasing from 1109 the previous year</div>	<div>77.8%↓</div> <div>Ethnicity Sharing Rate</div> <div>This represents a decrease from 84.4% the previous year</div>	<div>13.9%</div> <div>Gender Salary Gap</div> <div>Actual salary gap between men and women (mean)</div>	<div>7.6%</div> <div>Ethnicity Salary Gap</div> <div>Actual salary gap between ME and White ethnicities (mean)</div>

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What this report tells us – Women.

Women continue to be paid less than men and our pay gaps have marginally increased from the previous year. **Women represent 69% of our total workforce**, which is consistent with previous years and the education sector. Pay gaps only represent part of the picture of a woman's experience at MK College Group. Below, we have detailed other aspects including, contract types, actual salary (gross), and how this differs across the different quartiles (employees separated into four groups according to hourly pay rates). MK College Group does not have a bonus structure and the number of payments, and their individual values are relatively low.

Women

93p↑

For every £1 earned by a man, a women earns **93p** (mean) and just over **92p** (median). This doesn't represent the full picture, as contract types also differ, which further impact women.

The mean and median for gender pay gaps have increased from the previous year to **7%** and **7.7%**, respectively. These figures are still consistent with national figures for the previous reporting year and represent a narrowing trend from first reporting in 2017.

The actual salary gaps, the gross actual salary, show the wider disparity in income between men and women at MK College Group. The mean and median salary gaps are **£4,804.35** and **£5,727.97**, respectively. Which means that men take home more money than women. This is the first year of reporting this level of information and we will monitor as trends develop over time.

13.9%

Mean salary gap

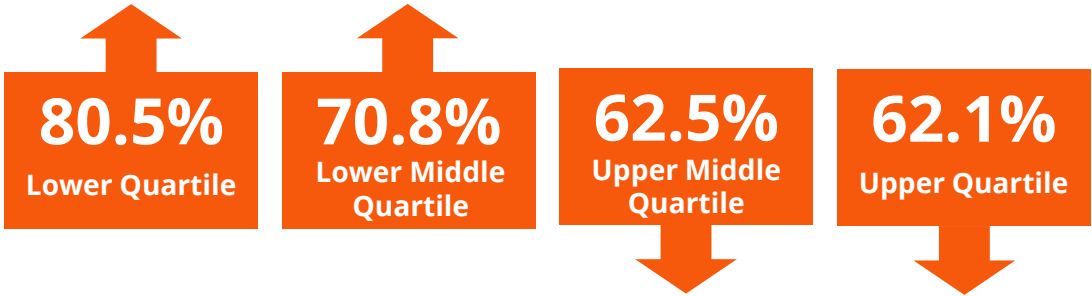
16.7%

Median salary gap

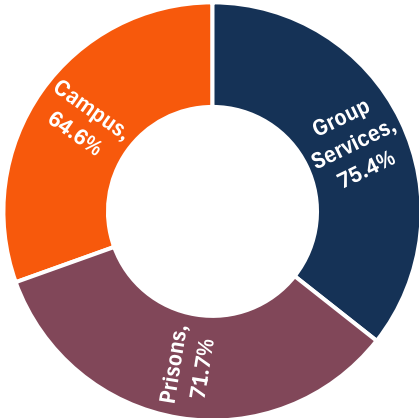
39.4%

Term-time or Part-time

39.4% of all women are term-time or part-time employees and this compares to **19.8%** of all men at the Group. **63%** of all full-time employees are women, which is **60%** of all women at the Group.



Representation within each quartile has marginally shifted compared to the previous year. There are slightly higher proportions of women in the lower two quartiles and slightly lower proportions in the higher quartiles. The cumulative effect of this marginal shift has increased the Group's overall pay gaps for women.



Group services have the highest proportion of women, which represents **16%** of all women. This compares to **12%** of all men at the Group. **43%** of all women work on our campus locations, compared to **53%** of all men at the Group. **40%** of all women work within our Prison Education services across England, compared to **35%** of all men at the Group. **16%** of all women work within our Group Services, compared to **12%** of all men at the Group. These proportions are consistent with previous years.

ETHNICITY
(minoritised)

DETAIL

What this report tells us – Ethnicity.

Employees from Minoritised Ethnicities (ME₁) continue to experience pay gaps when compared to their White colleagues. It is important to note, **due to the smaller number of ME employees of 16.7%** (155 have shared they belong to Black, Asian, Mixed or Other minoritised ethnicities), and an even smaller number from each ethnicity, there will be year on year volatility within the data. **71%** of all ME employees are women. Broadly speaking, the pay gaps are reducing, and representation is improving. This is the fourth year of voluntary reporting of ethnicity pay gap data and is a comparison with employees of a White ethnicity.

96p↓

For every £1 earned by a White employee, an ME employee earns 96p (mean) and just over 97p (median). The individual gaps for each ethnicity varies, so this needs to be noted.

The mean ethnicity pay gap has decreased to **3.7%** and the median pay gap has marginally increased to **3%**, from the previous year. This indicates that we have a lower proportion of ME employees towards the lower pay levels compared to the previous year.

The actual salary gaps, the gross actual salary, show the wider disparity in income between employees of White ethnicity and ME at MK College Group. The mean and median salary gaps are **£2,454** and **£1,500**, respectively. Which means that White employees take home more money than ME employees. This is the first year of reporting this level of information and we will monitor these trends over time.

7.6%

Mean salary gap

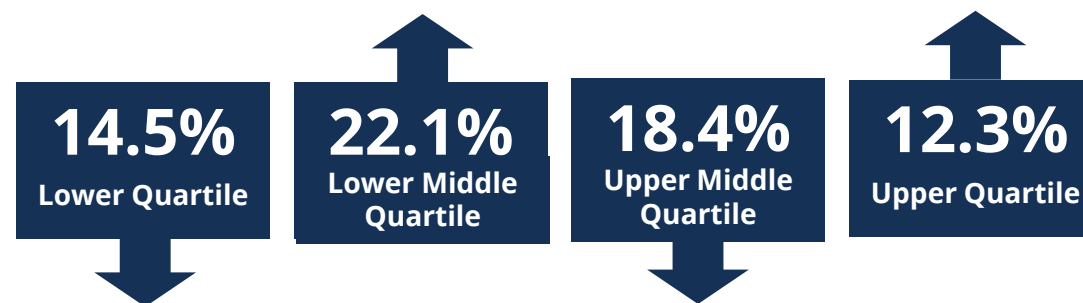
4.8%

Median salary gap

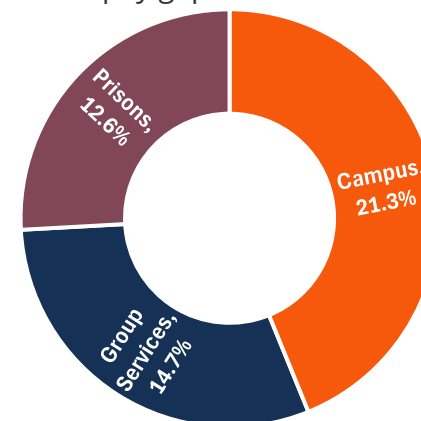
36.8%

Term-time or Part-time

36.8% of all ME employees are term-time or part-time employees and this compares to **30.7%** for White employees at the Group. **62.6%** of all full-time employees are ME, which compares to **68.5%** of all White employees at the Group.



Representation within each quartile has marginally shifted compared to the previous year. The most significant change is an increase in the upper quartile from 9.9% the previous year and a downward shift in the upper middle quartile from 20.1% the previous year. This is mirrored in the lower two quartiles. The cumulative effect of these changes has contributed to the narrowing of the mean pay gap.



Our campuses have the highest proportion of ME employees, which represents **56%** of all ME employees. This compares to **41%** of all White employees at the Group.

13% of all ME employees work in Group Services, compared to **15%** of all White employees at the Group.

32% of all ME employees work within our Prison Education services across England, compared to **44%** of all White employees at the Group.

In detail.

The overall ethnicity pay gap detail can mask the experiences of individuals and distinct ethnic groups. The details below reveal some of this data for the larger ethnic groups₂ at MK College Group; White, Asian, Black and Mixed. The data below is **based solely on the 930 of the 1205 employees who have shared their ethnicity** and is compared to data for White employees.

WOMEN	<div>BLACK</div> <div>4.2%↑ -1%↑</div> <div>Mean Pay Gap Median Pay Gap</div>	<div>ASIAN</div> <div>3.3%↓ 7%↑</div> <div>Mean Pay Gap Median Pay Gap</div>	<div>MIXED</div> <div>4.2%↓ 3.2%↓</div> <div>Mean Pay Gap Median Pay Gap</div>	<div>WHITE</div> <div>£18.67↑ £18.08↑</div> <div>Mean Pay Rate Median Pay Rate</div>
	<div>ETHNICITY (minoritised)</div> <div>4.8%↓</div> <div>Representation</div> <div>45 employees</div>	<div>7.1%↑</div> <div>Representation</div> <div>66 employees</div>	<div>4.1%≡</div> <div>Representation</div> <div>38 employees</div>	<div>83.3%↓</div> <div>Representation</div> <div>775 employees</div>
	<div>DETAIL</div> <div>£836</div> <div>Mean Actual Salary Gap</div> <div>-£1596</div> <div>Median Actual Salary Gap</div>	<div>£3952</div> <div>Mean Actual Salary Gap</div> <div>£5676</div> <div>Median Actual Salary Gap</div>	<div>£2643</div> <div>Mean Actual Salary Gap</div> <div>£1268</div> <div>Median Actual Salary Gap</div>	<div>£32400</div> <div>Mean Actual Salary</div> <div>£31500</div> <div>Median Actual Salary</div>

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Data for the year to 31st March 2025 ₁ ME = Minoritised Ethnicities, ₂ The details on this page do not include 'Other' ethnicities due to small number of employees.

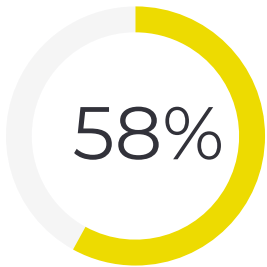
Intersectional.

The overall gender pay gap detail can mask the experiences of women from individual and distinct ethnic groups. The details below reveal some of this data for the women from different ethnic groups at MK College Group; White, Asian, Black and Mixed. The data below is **based solely on the 930 of the 1205 employees who have shared their ethnicity.**

WOMEN

ETHNICITY
(minoritised)

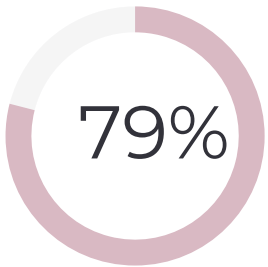
DETAIL



Black Women

Of all Black employees, 58% are women. This is a **1ppt decrease** on 2024.

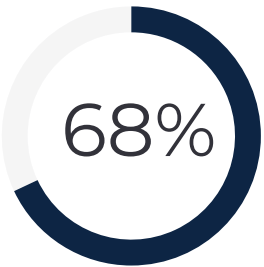
Pay gaps as compared to All Male employees are:
4.3% median
7.2% mean



Asian Women

Of all Asian employees, 79% are female. This is a **3ppt increase** on 2024.

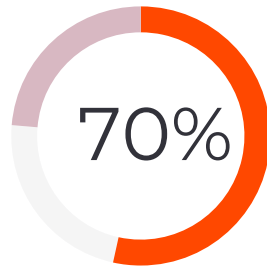
Pay gaps as compared to All Male employees are:
10.4% median
5.8% mean



Mixed Women

Of all Mixed employees, 68% are female. This is a **3ppt decrease** on 2024.

Pay gaps as compared to All Male employees are:
7.3% median
8.6% mean



White Women

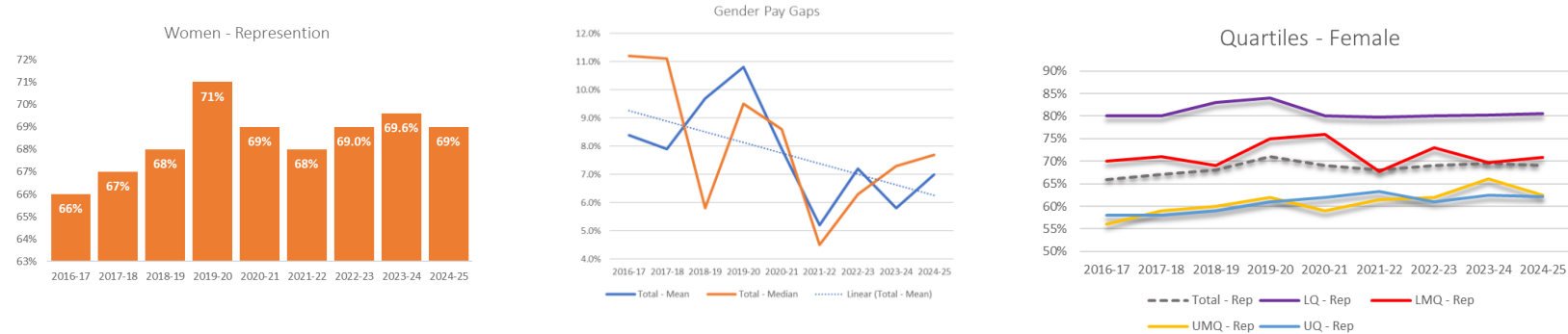
Of all White employees, 70% are female. This is a **1ppt increase** on 2024.

Pay gaps as compared to All Male employees are:
3.5% median
4.8% mean

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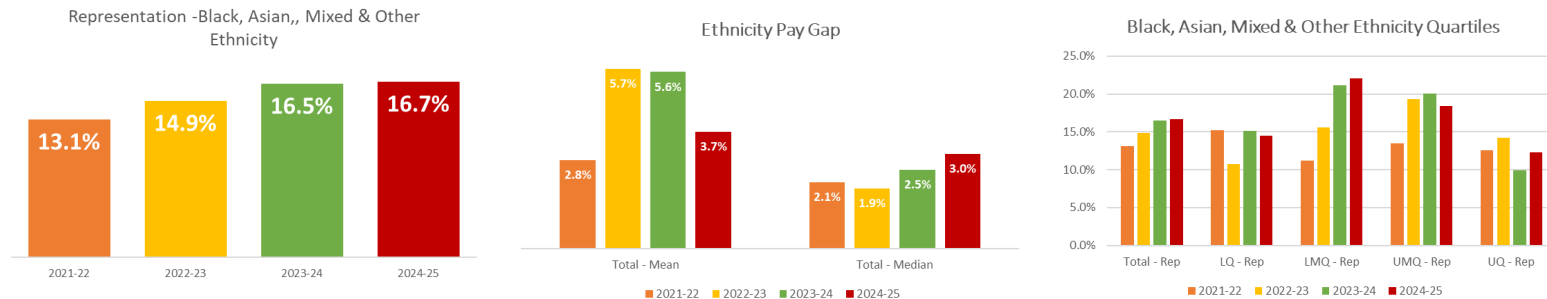
How this looks over time.

Gender



Representation of female employees across the group has increased since first reporting in 2016, from **66%** to just under **70%**. Mean and median pay gaps have decreased since first reporting. Mean pay gap has reduced from **8.4%** to **7%**, and median pay gap has reduced from **11.2%** to **7.7%**. Notably, there is closer alignment between mean and median, which indicates a more consistent representation of female employees at different levels of pay. The upper two quartiles have narrowed and lowered, which in part, reflects changes in the senior leadership team in 2024/25.

Ethnicity



This is the fourth year of voluntary ethnicity pay gap data. There are two factors that impact stability of this data; the relatively low number of employees from minority ethnic backgrounds and it only being the fourth year of reporting. Bearing these two factors in mind, there has been an **32% increase** in employees who are from a Black, Asian, Mixed or Other ethnicities since first reporting. As representation improves across different pay levels there is likely to be volatility to the mean and median pay gaps. This year, an above average increase in the representation upper middle and upper quartiles has further narrowed the mean pay gap, whilst not significantly impacting the median.

Representation within leadership.

WOMEN

ETHNICITY
(minoritised)

DETAIL

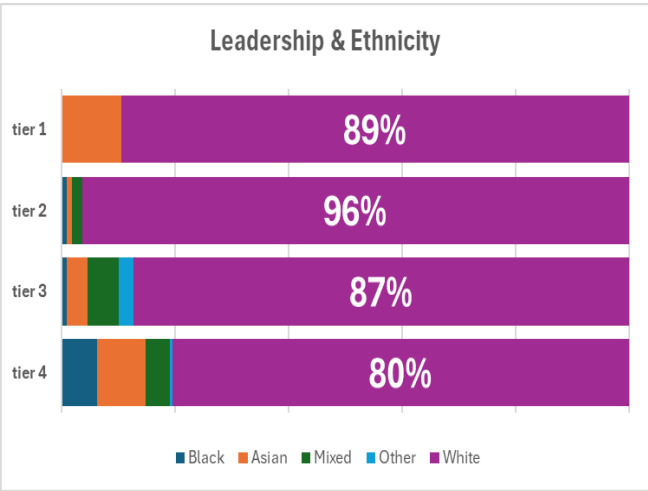
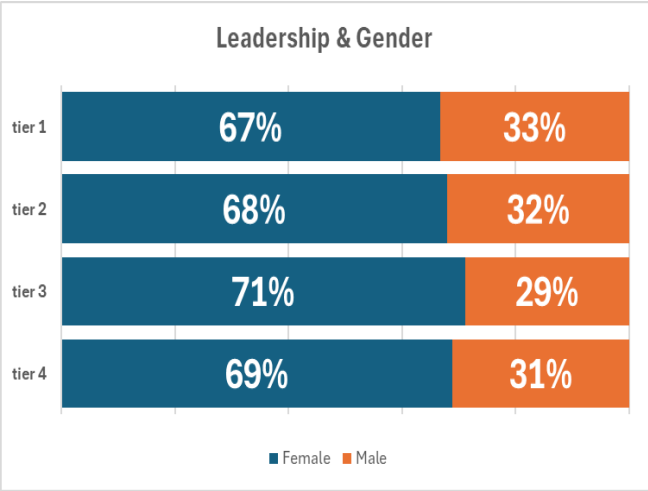
As mentioned throughout this and previous reports, representation is one key factors that drive pay inequality.

MK College Group has a complex structure to its leadership pipeline and to give a clear a picture as possible, the following categories have been created for this report’s purposes:

- **Tier 1** includes the traditional C-Suite of roles and anybody with Director in their title.
- **Tier 2** includes all Managers and Heads of functions.
- **Tier 3** includes all Deputy and Assistant Managers/Heads, Leads, Programme Managers, and Team Leaders.
- **Tier 4** includes all traditional Entry Level roles, Lecturers, Teachers, Tutors, Trainers, Practitioners, Advisors, Coordinators, and Course Team Leaders.

Progression from Tier 4 to Tier 1 impacts pay inequality. Internal and external hiring outcomes also impact representation within each tier.

This is the second year of this aspect of reporting.



There is continued consistency of female representation across all tiers. Notable changes from the previous year include a lower representation within highest tier 1 (73% in 2024), and an increased representation in the second lowest tier 3 (65% in 2024). These factors further indicate the reasons behind the slight increase in gender pay gaps.

Representation of ME₁ employees has increased in the highest tier 1 (0% in 2024). This is one of the main contributing factors of the overall narrowing of the ethnicity pay gap mean. The remaining figures on tier representation are consistent with the previous years data.

What we need to address and how we are making a difference.

There are some key themes that are emerging from this and previous reporting periods. These are:

- **Ethnicity sharing rates.** Over 20% of our employees have not shared their ethnicity. This represents a significant proportion of employees and may misrepresent their experience.
- **Intersectional experience.** Although intersectional pay gaps are narrowing, reducing pay gaps for ME women will reduce the overall pay gaps for women and ME employees.
- **Leadership roles.** Representation of women and ME employees in leadership roles continues to impact the gender and ethnicity pay gaps.
- **Part-time and term-time roles.** Women continue to be over-represented amongst employees that are on part-time or term-time contracts. Asian women are over-represented and this further contributes to the widening of the gender pay gap.

The key actions we have taken, and will continue to take to improve equity for **all** women and ME employees include:

- **Equality Strategy Review Group (ESRG)** is the Group's internal review group which is chaired by our CEO. This year we had a themed approach to tackle key societal issues and increase engagement. The topics covered this year include, Freedom of Speech & Expression, Violence Against Women & Girls, and Inclusive Spaces. This is a cross-functional group and includes senior leaders and subject matter experts.
- **Transform** is the Group's internal leadership programme and has been instrumental in improving focus on the accessibility of our internal progression opportunities. This programme is currently under review to further improve its impact.
- **Flexible and Hybrid working** continues to be an active component of our people strategy to ensure we create an inclusive culture where all employees, where possible, are supported to work in a way that suits their needs AND meet business needs. This has enabled us to retain the best talent and recruit more effectively.
- **Employee Networks.** The Women's Network been a key driver in raising awareness of issues that specifically impact our women. Building on previous work, we have now created a Menopause Hub, menopause guidance, have context specific resources, and menopause cafés. The Cultural Diversity Network continue to build bridges across our Group through annual events and working together to raise the ambitions of internal progression. The Men's Network continues to promote allyship and positive role-modelling.
- **Mandatory training.** This year we introduced additional training courses for all staff. These include Allyship and Anti-Sexual Harassment in the Workplace.

WOMEN

ETHNICITY
(minoritised)

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What will make the difference over the next year.

Working towards a fairer future for all takes time.
Our culture development work will span a number of years.

Here is a flavour of some of actions we are developing over the coming year:

- **Sharing rates** will be a key focus in the coming year to ensure a more informed and evidence driven approach to our actions. Our aim will be to exceed 85% for the next reporting period, which will align to the Workforce Strategy.
- **Group and EDI Strategies** are currently being created to cover the next period 2026-31.
- **Inclusive curriculum development** the first pilot was launched in Autumn 2024 which involved an externally audited self-assessment, staff development and action planning. The next 12 months will focus on delivering on this action plan and determine how we incorporate our learning into other parts of the curriculum.
- **Leadership development** continues to be a focus to enable internal progression. A new internal 11 month programme will launch in Autumn 2025 and will carry a CMI recognition for the first time.

- **Employee Networks** continue to grow and will have increased senior leadership sponsorship.
- **Recruitment** data will be now be sourced from within our HRIS. This will deliver more accurate and real-time data on the recruitment experience.
- **Internal progression** will now be available and analysed alongside demographic data. This will help identify who benefits from internal opportunities, to further help target the employee groups that need the most support.
- **Performance management** will now be driven through our new appraisal process which commences in Autumn 2025. This will help identify existing talent and develop emerging talent through targeted, meaningful and structured discussions throughout the year.
- **Leaders in Diversity** assessment will produce further actions to consider.
- Continued development of our ACE Recruiter programme for hiring managers.

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(minoritised)

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What we report and what it means.

In the UK, the government requires public, private and voluntary sector organisations with 250 or more employees to report on their gender pay gaps annually. Ethnicity pay gaps are shared voluntarily as part of our commitments to our 'Building Fairer Futures' strategy and The Race At Work Charter.

The pay reports show the difference between the average earnings of men and women, expressed relative to men's earnings, and different ethnicities compared to the white ethnicities. If an organisation reports a pay gap, it does not mean women or different ethnicities are paid less for doing the same job, but it does show that, on average, men and white ethnicities occupy higher-paying roles.

Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office:

- **median pay gap** – the difference between the median hourly rate of pay of male or white ethnicities full-pay relevant employees and that of female or other ethnicities full-pay relevant employees
- **mean pay gap** – the difference between the mean hourly rate of pay of male or white ethnicities full-pay relevant employees and that of female or other ethnicities full-pay relevant employees
- **median bonus gap** – the difference between the median bonus pay paid to male or white ethnicities relevant employees and that paid to female or other ethnicities relevant employees
- **mean bonus gap** – the difference between the mean bonus pay paid to male or white ethnicities relevant employees and that paid to female or other ethnicities relevant employees
- **bonus proportions** – the proportions of male and female, or white and other ethnicities, relevant employees who were paid bonus pay during the relevant period.

Ethnicity proportions are calculated from the total of employees that have shared their characteristics.

- **quartile pay bands** – the proportions of male and female, or white and other ethnicities full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands. **Ethnicity proportions are calculated from the total of employees that have shared their characteristics.**
- **actual salary** – these figures take into account different working patterns that impact the gross pay of employees and reflect how people feel about pay based reward. This includes contract types full time, part-time and term-time.
- **actual salary pay gaps** – these are calculated by comparing with men's actual salaries for women's salary pay gaps, and with White ethnicity actual salaries for ME₁ actual salary pay gaps. **Ethnicity proportions are calculated from the total of employees that have shared their characteristics.**

Headlines about the pay gap tend to focus on the median figure, which ignores extremes and is therefore thought to be the most representative measure. But it's important to report all these measures. Each one tells you something different about the underlying causes of the pay gap and each one can mask issues that another may highlight.

If there's a big difference between an organisation's mean and median pay gap, this tells us the dataset is skewed – either by the presence of very low earners (making the mean lower than the median), or by a group of very high earners (making the mean higher than the median).

Taking a 'snapshot' of this data on a set date, as required by regulation, creates a level playing field for all reporting organisations. But it masks the fluidity of gender pay gaps, which can fluctuate from month to month and across pay quartiles depending on changes to headcount.

WOMEN

ETHNICITY
(minoritised)

DETAIL