



Gender, Ethnicity & Disability

Pay Gap Report

2025-26

 MK College Group

Foreword.

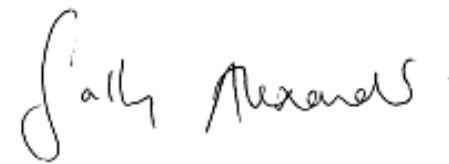
We are pleased to present MK College Group's Gender, Ethnicity and Disability Pay Gap Report for 2025–26. This report forms part of our ongoing commitment to transparency, accountability and continuous improvement, and reflects our values of being *Visible, Valued and Included*.

The findings in this report show that, as with many organisations across the education and public sectors, our pay gaps are driven by workforce distribution and progression rather than unequal pay for the same work. Women, colleagues from minoritised ethnic backgrounds and disabled colleagues remain under-represented, and this is the primary factor influencing our pay gaps.

This year marks an important milestone with the first voluntary publication of our disability pay gap data. These figures provide a baseline for future progress and reinforce our commitment to ensuring that disabled colleagues are not only supported, but genuinely able to thrive and progress within our workforce.

Building fairer futures requires sustained effort. The actions in this report align with our EDI Strategy 2026–31, *Visible, Valued & Included*, and with national guidance on pay gap action planning. They focus on removing structural barriers, strengthening inclusive recruitment, progression and leadership pathways, widening access to opportunity at all levels, and improving the quality and transparency of our data.

By continuing to listen, learn and act on what the data tells us, we remain committed to creating a workplace where fairness, opportunity and inclusion are lived realities, and where every colleague feels valued and supported to reach their potential.



Sally Alexander
CEO and Group Principal



Ruby Parmer
Chair of Governors

About this report.

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Below are some key points to consider whilst reading this report.

- **Headcount** for this report is 1082, a decrease from the previous year's 1205.
- **Sensitive information** includes ethnicity and disability. Sex is categorised as personal data and is captured for all colleagues.
- **Sharing rates** only apply to sensitive information that colleagues voluntarily share via our HRIS. The sharing rates for ethnicity is 86% and for disability is 85.1%.
- **Percentages** shown for ethnicity and disability are proportions of those who have shared their information only.
- **Methodology** for calculating the gender pay gap is outlined by the UK government. Although more complex, the same methodology is applied to our ethnicity and disability pay gap calculations.
- **Pay gap figures** are based on ordinary hourly pay calculated using payroll data, excluding overtime.
- **Pay gaps** do not show unequal pay for the same work; they show how different groups are distributed across roles and pay levels within an organisation.

- **EDI Strategy 2026-31** should be read alongside this report to add further insights into the positive actions we are taking.
- **Minoritised ethnicities (ME)** refers to all colleagues who have indicated they are from an Asian, Black, Mixed or Other heritage.
- **White ethnicity** includes all colleagues who have shared they are from any White heritage, including Irish.
- **Disability** is self-declared and uses a variety of categories, including visible and hidden disabilities.
- **Intersectionality** acknowledges that pay and workplace outcomes are influenced by the interaction of multiple characteristics, meaning individuals may experience compounded advantage or disadvantage rather than the impact of a single factor in isolation.
- **Statutory gender pay gap** reporting relies on binary sex data; this does not fully reflect the diversity of gender identities within our workforce.
- **Rounding**, Percentages in this report are rounded to one decimal place for clarity. Because of this rounding, totals may not always add up to exactly 100%.

What we said last year.

In the previous year's pay gap report, we made a range of commitments to improve the experience for colleagues. This is what we achieved:

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- **Sharing rates.** We committed to increasing our evidence base for ethnicity to over 85%. This year's sharing rate is 86%. This was, and continues to be, important as it provides a robust level of evidence to inform decision-making.
- **MKCG EDI Strategy 2026-31:** Visible, Valued & Included, was approved by the Board and is now in the initial stages of implementation. [Read more here.](#)

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- **Group Strategy 2026-31** Once launched in summer 2026, this strategy will provide the overall vision that will build on the current 'Fairer Futures' strategy.
- **Inclusive curriculum development.** The first pilot was launched in Autumn 2024, which involved an externally audited self-assessment, staff development, and action planning. This has now progressed onto the next phase, which involves action plans within all campus curriculum areas.

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- **Leadership development.** Step Up Leadership programme was launched in September 2025, with a focus on aspiring and junior managers. The programme is CMI recognised.

- **Employees Networks** continue to grow, with three new networks launched in early 2026; Armed Forces, Carers and Planet. A Network Chair development programme has been developed, alongside a new Leadership Sponsor initiative, which will launch in late 2026.
- **Recruitment** has been added to our HRIS and will provide a more comprehensive level of demographic evidence from attraction to offer.
- **People Strategy** was approved by the Board in October 2025 and will focus on the colleague experience through seven key aims. [Read more here.](#)
- **Performance management** is now monitored through our appraisal process, which launched in September 2025.
- **Investors in Diversity Gold accreditation** was achieved in September 2025, making the Group one of the first in the sector to achieve this standard.

The headlines.

The data below is from a snapshot taken on the 31st March 2026. This is the first year the Group has voluntarily published its Disability pay gap report. The Group continues to publish its pay gap report as close to the reporting period as possible, to ensure the data is relevant and can inform meaningful action planning. The Group does not have a bonus culture, and in 2026, only one bonus was paid. The analysis below informs the priority actions set out later in this report.

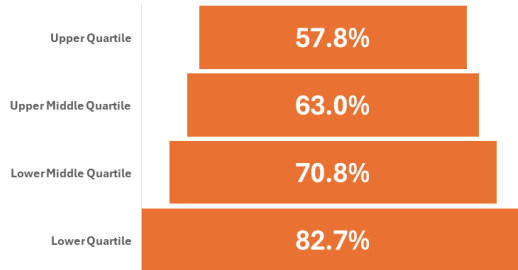
GENDER	7.5% ↑ Mean Pay Gap This is an increase on the 7% reported the previous year	9.9% ↑ Median Pay Gap This is an increase on the 7.7% reported the previous year	68.6% ↓ Representation This is a marginal decrease on the 69% reported the previous year	0% Bonus payments This compares to 0.3% of male employees this period. One bonus payment was made during this period
ETHNICITY	5.5% ↑ Mean Pay Gap This is an increase on the 3.7% reported the previous year	5.4% ↑ Median Pay Gap This is an increase on the 3% reported the previous year	17.5% ↑ Representation This is an increase on the 16.7% reported the previous year	0% Bonus payments This compares to 0.1% White employees this period
DISABILITY	2.6% Mean Pay Gap This is the first year of voluntary disability pay gap reporting	7% Median Pay Gap This is the first year of voluntary disability pay gap reporting	8.2% Representation This is the first year of voluntary disability pay gap reporting	0% Bonus payments This is the first year of voluntary disability pay gap reporting

Quartile representation.

Pay quartiles divide the workforce into four equal groups based on hourly pay, from the lowest-paid to the highest-paid employees. Analysing the gender, ethnicity and disability profile within each quartile helps to show how different groups are represented across pay levels. This provides insight into structural factors such as job role distribution, progression opportunities and representation, which underpin observed pay gaps.

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Female Quartile Representation

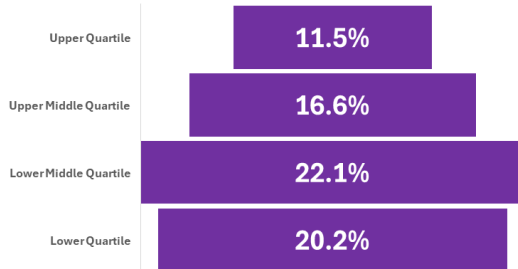


The Group's **mean gender pay gap is 7.5%** and the **median is 9.9%**, both higher than the previous year. Females represent **68.6% of the workforce**. No bonuses were paid.

The gender pay gap is driven by **workforce distribution rather than unequal pay**. The concentration of women in lower-paid roles increases the median gap, while their lower representation in higher-paid roles increases the mean gap. This explains the year-on-year increase despite women forming the majority of the workforce.

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Minoritised Ethnicity Quartile Representation

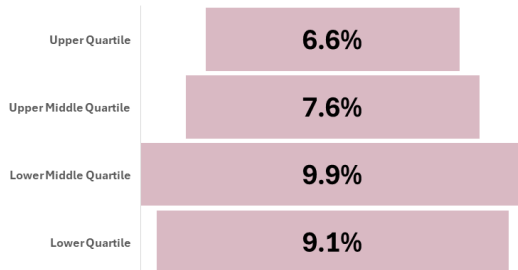


The **mean ethnicity pay gap is 5.5%** and the **median is 5.4%**, both increasing since the previous year. Employees from minoritised ethnic backgrounds represent **17.5% of the workforce**. No bonuses were paid.

The ethnicity pay gap reflects **under-representation in higher-paid roles**. Although overall representation has increased, this has not yet translated into proportional representation, which has contributed to increases in both the mean and median pay gaps.

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Disability Quartile Representation



This is the Group's first year of voluntary disability pay gap reporting. The **mean disability pay gap is 2.6%** and the **median is 7%**. Disabled employees represent **8.2% of the workforce**. No bonuses were paid.

The disability pay gap is smaller than the gender and ethnicity pay gaps but remains influenced by **lower representation in the highest-paid roles**. The difference between the mean and median suggests that disabled employees are more likely to be clustered below the mid-point of the pay distribution. As the first year of reporting, these figures provide a baseline for future analysis and action.

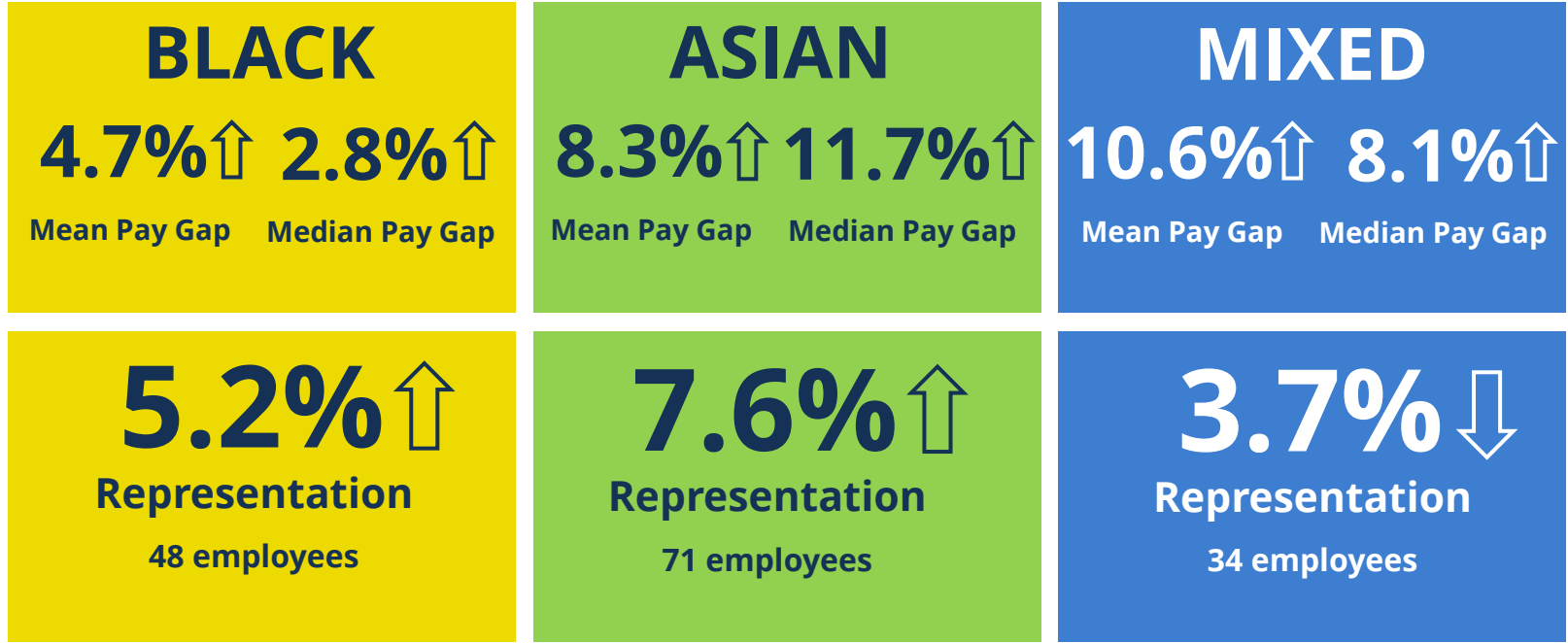
In detail.

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 the MK College Group; Asian, Black, Mixed and White. The data below is **based solely on the 931 of the 1082 employees who have shared their ethnicity** and is compared to data for White employees.

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Ethnicity pay gaps are calculated by comparing employees from minoritised ethnic backgrounds to White employees, in line with UK Government and ONS methodology. Detailed comparator pay rates are not shown in this report to maintain focus on structural drivers and action.



Our Action Plan – what we are doing.

This action plan responds to the findings of the 2025–26 Pay Gap Report and aligns with the **MK College Group EDI Strategy 2026–31: Visible, Valued & Included**, as well as UK Government pay gap action-planning guidance. Actions are informed by detailed analysis set out in the appendices, including pay quartile, leadership pipeline and intersectional insights, ensuring a targeted focus on the structural drivers of our pay gaps.

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1. Fair access to progression

- Senior vacancies reviewed for internal progression first, with clear promotion criteria.
- Acting-up and secondment opportunities advertised and tracked by gender, ethnicity and disability.

2. Inclusive recruitment

- Diverse panels and structured interviews used for all senior and leadership recruitment.
- Recruitment outcomes reviewed after every campaign to understand who applies, progresses and is appointed.

3. Targeted development

- Leadership development, mentoring and sponsorship focused where representation gaps exist.
- Progression discussions embedded into annual appraisals for all colleagues.

4. Supporting progression and retention

- Flexible working, adjustments and career breaks supported without limiting progression.
- Employee Networks inform decisions by highlighting lived experience and barriers.

5. Clear accountability

- Pay gaps and representation reviewed annually and shared openly.
- Leaders held accountable for improvement, with actions and progress published.

Review and reporting: Progress against this action plan will be reviewed annually through the Equality Strategic Review Group and reported to the Board, with updates published transparently in future pay gap reports.

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Appendix: Tier descriptors.

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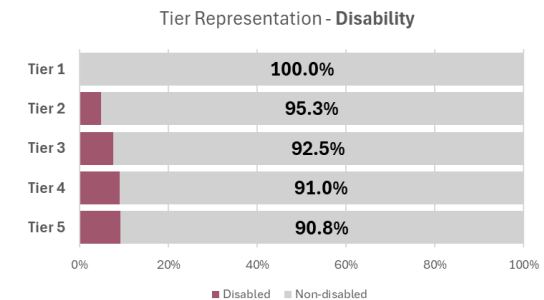
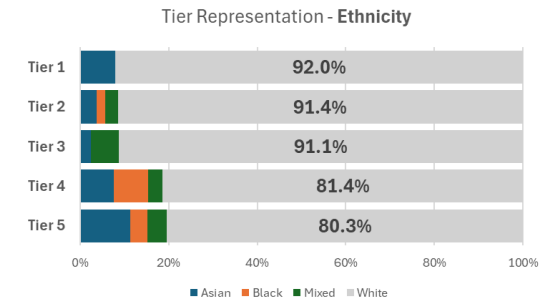
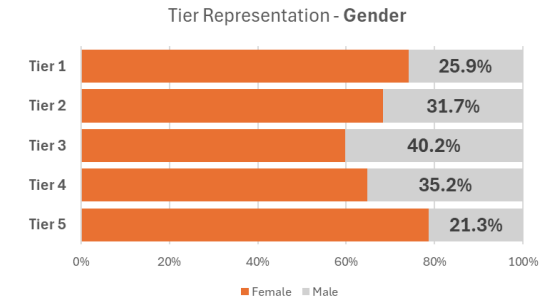
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As mentioned in previous reports, representation is one key factors that drive pay inequality.

MK College Group has a complex structure to its leadership pipeline and to give a clear picture as possible, the following categories have been created for targeted action planning 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, subject matter experts and Team Leaders.
- **Tier 4** includes all, Lecturers, Teachers, Tutors, Trainers, Practitioners, Coordinators, and Course Team Leaders.
- **Tier 5** includes all traditional Entry Level roles, Advisers, Teaching Support Assistants, Mentors, Facilitators and junior Executives.

Progression from Tier 5 to Tier 1 impacts pay inequality. Internal and external hiring outcomes also impact representation within each tier.



Appendix: Intersectional – ethnicity.

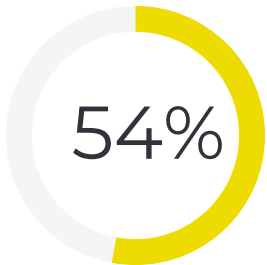
The overall gender pay gap detail can mask the experiences of women from individual and distinct ethnic groups. The details below reveal some of this data for the women from different ethnic groups at MK College Group; White, Asian, Black and Mixed. The data below is **based solely on the 931 of the 1082 employees who have shared their ethnicity.**

It is important to note that only males and females who have shared their ethnicity are included in this analysis.

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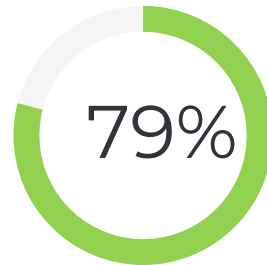
Black Women

Of all Black employees, 54% are women. This is a **4ppt decrease** on 2025.

Pay gaps as compared to male employees are:

8.8% median

10.4% mean



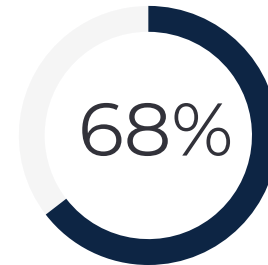
Asian Women

Of all Asian employees, 79% are female. **No change** on 2025.

Pay gaps as compared to male employees are:

16.3% median

13% mean



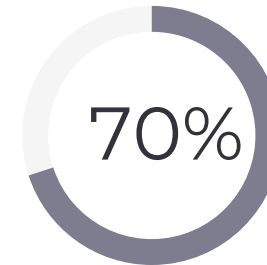
Mixed Women

Of all Mixed employees, 68% are female. This is a **3ppt decrease** on 2025.

Pay gaps as compared to male employees are:

12.8% median

15.4% mean



White Women

Of all White employees, 70% are female. **No change** on 2024.

Pay gaps as compared to male employees are:

7.4% median

5.1% mean

Appendix: Intersectional - disability

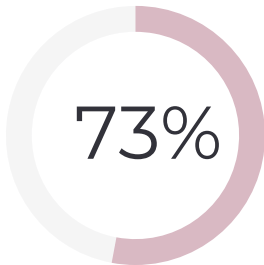
The overall gender pay gap detail can mask the experiences of women from individual and distinct groups. The details below reveal some of this data for the women with a disability at MK College Group. The data below is **based solely on the 906 of the 1082 employees who have shared their disability**.

It is important to note that only women and men who have shared their disability information are included in this analysis.

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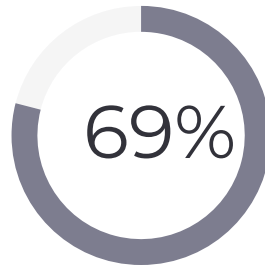
Disabled Women

Of all disabled employees, 73% are women.

Pay gaps as compared to all male employees are:

9% median

5.4% mean



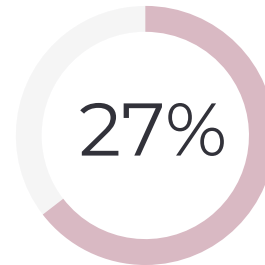
Non-disabled Women

Of all non-disabled employees, 69% are female.

Pay gaps as compared to all male employees are:

1.6% median

2.5% mean



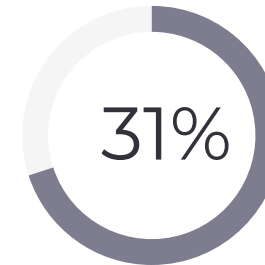
Disabled Men

Of all disabled employees, 27% are male.

Pay gaps as compared to all male employees are:

8.7% median

7% mean



Non-disabled Men

Of all non-disabled employees, 31% are male.

Pay gaps as compared to all male employees are:

2.9% median

5.3% mean

**VISIBLE.
VALUED.
INCLUDED.**

≡ MK College Group