

# Gender Pay Gap Report

2025-2026



This report sets out EKC Group's Gender Pay Gap as well as additional data in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. All of this information is published annually. To see previous Gender Pay Gap reports from EKC Group, please visit:

<https://www.ekcgroup.ac.uk/group/about-us/public-information/reports/gender-pay-gap-report>

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# Understanding the Gender Pay Gap

To understand the statistics published within this report, it is important for colleagues and stakeholders to know more about what the Gender Pay Gap is, and what it is not, and for there to be clarity on what the numbers mean. To ensure you get the most out of this report, we have set out this key information to help explain the reported numbers in more depth.

## What is the Gender Pay Gap?

Gender pay reporting legislation was introduced by the Government in 2017. It requires all employers with 250 or more employees to publish statutory calculations every year. This is to show how large the pay gap between male and female employees is.

There are typically six calculations which are required within the figures, and results must be published on both the organisation's website and the Government's online reporting service. The data relates to salaries paid to employees who are considered 'in scope' during the week including 31 March each year for public sector organisations, with 12 months to publish the data. This ensures a 'snapshot' of the data during the same period annually.

## How is the Gender Pay Gap calculated?

The Gender Pay Gap is a metric that measures the difference in average hourly pay across all men and women with an organisation. The report will also refer to the mean and median data. The mean is an arithmetic average of a set of numbers. So, in this case the mean calculation considers basic average hourly pay across all of an organisation's staff members.

The median is the number in the middle of a set of ordered numbers. In this report, the median calculation helps an organisation focus on those staff members in the middle of the pay ranges, thereby reducing the impact of the highest and lowest paid staff. Therefore, it gives a more representative Gender Pay Gap figure which is much more aligned to the majority of the staff population.

## The difference between gender pay and equal pay:

A Gender Pay Gap is the difference between average male and average female pay across our organisation, regardless of the nature of work. This means that our gender profile (the number of men or women in specific areas) across the organisation will be a significant driver of any gap. On the other hand, an Equal Pay Gap refers to an unlawful pay gap between male and female colleagues carrying out the same roles with the same experience and skills.

# Our Gender Pay Gap and how it has changed since last year

EKC Group's Gender Pay Gap is expressed through two key metrics. These are our median hourly rate of pay and our mean hourly rate of pay.

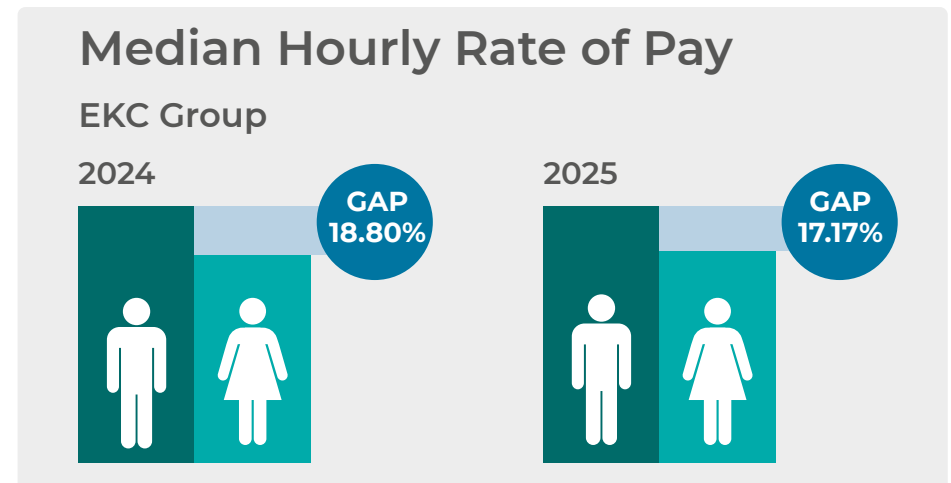
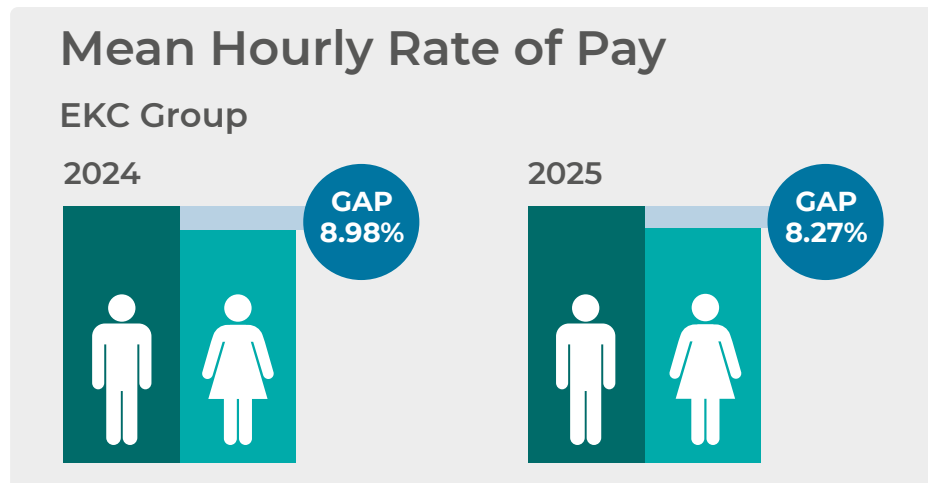
This year's figures show an improvement to the mean measurement, with a fall of 0.871 per cent which is down from 8.98 per cent in the previous reporting period to 8.27 per cent in this year's figures. The median pay gap has also dropped by 1.63 per cent.

Looking at the actual values for mean and medium hourly pay rates over the last few years we can see that females have seen larger rises. This is particularly the case in the past year, with females receiving a mean hourly pay uplift of 5.64 per

cent against last year's hourly pay figure. This is likely to have been as a consequence of targeted pay awards and our Real Living Wage implementation to uplift those on the lowest salaries, coupled with the ongoing harmonisation and job evaluation projects.

Female representation is steady in the upper pay quartile, with women comprising 57.54 per cent this year. The number of females in the lower pay quartile has also dropped, with this year's figures showing 70.95 per cent against last year's data which saw the lower quartile comprised of 71.23 per cent females.

The graphics below show the changes over the last period.



# Our Gender Pay Gap action plan

Our Group continues to deliver work to close the Gender Pay Gap that exists within the organisation, and have taken a number of steps that have helped this year. However, it is important to note that this is not a one-dimensional challenge, and due to the flexibility offered in many of our lower paid roles, which predominantly attract females, it remains difficult for the Group to accelerate progress.

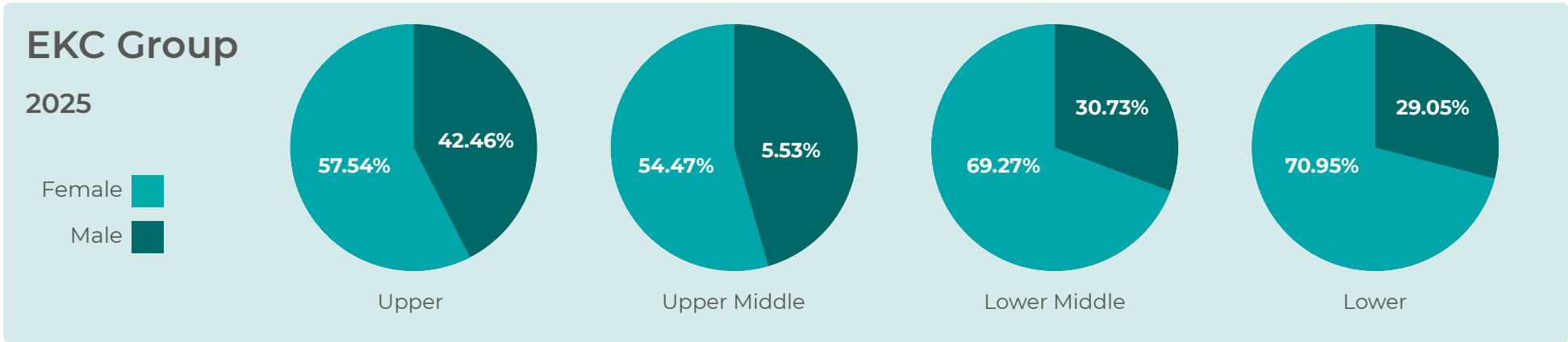
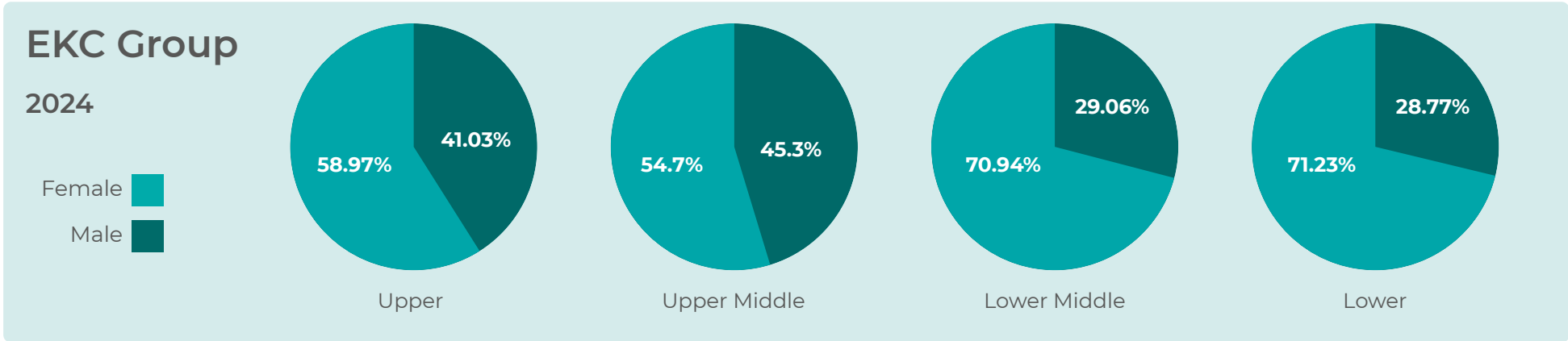
We will continue to deliver our two year action plan that is set out below.

In addition to this, we will:

- Continue to deliver our Group-wide harmonisation programme. There are now just 3 members of staff not on an EKC Group contract;
- Promote our work as an accredited Real Living Wage employer and seek to continue to deliver positive impacts for our lowest paid colleagues;
- To further promote management development training opportunities for all tiers to advance career and promotion pathways.
- . We will complete our two-year action plan, and begin the development of a new plan to ensure that our gap continues to lessen.

Area of focus	Why do we want to do this?
Continue to grow and develop our networks.	To foster a sense of belonging, and to act as champions for females in the organisation.
Further embed support mechanisms that encourage more females into management and leadership positions.	To underline our commitment to inclusion, whilst increasing our diversity.
Achieve greater balance in the male and female ratio for those in the lower and middle quartiles.	To increase the diversity of our staff body, and to ensure a better balance in pay ratios. This will assist in closing the gender pay gap.
Continue our commitment to pay the Living Wage.	To ensure that we are closing the gap for those in the lower pay quartiles which are currently predominantly female.

# Proportion of males and females in each pay quartile





**967**  
Female



**532**  
Male



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