

# HOPWOOD HALL COLLEGE

# GENDER PAY

# GAP REPORT

The purpose of gender pay reporting is to show the difference between the average earnings of male employees and female employees. Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 the College has a legal duty to report on gender pay.

Schedule 2 of the regulations detail that “the governing body of an institution in England within the further education sector (within the meaning of section 91(3) of the Further and Higher Education Act 1992 c) are legally required to publish such information.

The regulations require the College to publish key information based on an agreed methodology. If you have any comments, questions or queries about the information contained herein, or for an alternative format please contact Equality, Diversity, and Inclusion Manager Adam Carney at [adam.carney@hopwood.ac.uk](mailto:adam.carney@hopwood.ac.uk).

## Hopwood Hall College

### Principal & CEO: Julia Heap OBE

Hopwood Hall College (HHC) provides a wide range of high-quality education and training across the Borough of Rochdale and beyond. Hopwood Hall College has two campuses - Middleton campus set in acres of farmland and Rochdale campus in the heart of Rochdale town centre.

## Understanding the Gender Pay Gap

The gender pay gap shows the difference in average hourly pay between men and women and is not the same as equal pay. It includes the mean and median hourly pay gaps, which compare average and middle hourly earnings.

It also reports the mean and median bonus gaps, bonus participation rates showing the proportion of men and women receiving bonuses, and the gender distribution across pay quartiles, illustrating how employees are spread across four equal pay bands.

## Pay & Benefits

HHC is a proud Living Wage Foundation accredited member and continues to offer higher rates for roles at lower pay scales. Our apprentices receive minimum wage rates, above the apprentice approved rates.

Flexible working requests are always welcomed and given due process to ensure we can accommodate suitable supporting patterns for all. Additionally, we have invested in technologies to give staff the opportunity to work from home which can help with caring responsibilities.

The College prides itself on providing the best and most affordable pay increases for staff, consistently meeting or exceeding the Association of Colleges (AOC) pay recommendations. Work undertaken during the 2025/26 academic year will be reflected and fully documented in next year's report.



## Pay reward

In November 2024, staff on Academic Contracts, Business Support Contracts, and Management received a 4.5% pay reward, backdated to August 2024. Separate pay awards were issued to staff receiving the Living Wage Foundation rate and to college-employed apprentices. Staff who are paid the Living Wage Foundation rates will receive pay increases whenever the national rate is updated.

## Closing the Gap

This year, alongside presenting and explaining our Gender Pay Gap (GPG) data, we placed greater emphasis on identifying practical ways to close the gap and accelerate measurable progress. To support this work, we established a cross college Gender Pay Gap Working Group, bringing together colleagues from HR, trade union representatives and members of the Senior Leadership Team. Gender Pay Gap Working Group, bringing together colleagues from HR, trade union representatives and members of the Senior Leadership Team.

The Working Group collaborated to analyse the underlying causes of our gender pay gap and to develop shared, evidence-based actions. This collective approach ensured transparency, strengthened the narrative and reflected our genuine commitment to improvement. Through open discussion and joint reflection, the group explored the structural and cultural factors contributing to the gap and agreed a series of practical, long term interventions designed to drive meaningful change based actions.

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## Gender Pay Gap action plan

The Working Group reviewed seven priority areas and assessed their relative importance in reducing the gender pay gap, establishing clear actions, defined ownership and agreed timescales to support sustained progress. This action plan focuses on strengthening fairness across the employee lifecycle, beginning with Pay Progression and Starting Salaries, where we are improving transparency, so colleagues understand what is required to move forward.

Progression, Promotion and Career Pathways is another key area, with clearer and more accessible routes being developed to ensure consistency across roles. To address Occupational Segregation, we are opening nontraditional routes, reviewing job design and tackling the barriers that shape role distribution.

Our approach to Flexible and Inclusive Working is evolving through updated policies and targeted manager training that supports career development. We are also prioritising Returners and Career Breaks to ensure time away from work does not limit long term opportunities.

Senior Representation remains a central focus, supported by mentoring, visibility initiatives and stronger succession planning. Finally, Recruitment and Attraction is being strengthened to widen our talent pipeline and bring in a more diverse range of candidates through inclusive, evidence-based practices.

## Gender Pay Gap 2025 - Snapshot period March & April 2024

PwC 2025 UK wide Gender Pay Gap Report		
Measure	Value	Source
Mean hourly gender pay gap (%)	11.2% (women earn less than men)	PwC 2025 Gender Pay Gap Report
Median hourly gender pay gap (%)	8.6% (women earn less than men)	PwC 2025 Gender Pay Gap Report

PwC (2025) Year 8 Gender Pay Gap Report 2024-2025.

Available at: <https://www.pwc.co.uk/human-resource-services/assets/pdfs/year-8-gender-pay-gap-report-2024-2025.pdf>

(Accessed: 26 February 2026)

# Gender Pay Gap 2025 Snapshot period March & April 2024

(Source: Association of Colleges)

Region	No. responses	Median Mean differential hourly %	Range	Median Median differential hourly %	Range
All GFEC	157	12%	-4.23 - 23.11%	13.6%	-6.2 - 40.9%
East	14	12.2%	0.75 - 16.55%	17.37%	8 - 29.7%
East Midlands	12	9.14%	7.06 - 23.11%	16.04%	5.16 - 40.91%
London	21	6.83%	-0.2 - 19.59%	6.82%	-6.2 - 19.35%
North East	10	8.33%	5.2 - 23.11%	13.98%	5.7 - 40.91%
North West	29	9.1%	0.64 - 17.14%	12.82%	-0.3 - 37.43%
Hopwood Hall		11.32%		26.36%	
South East	21	9.84%	0.46 - 16.55%	14.78%	0 - 32%
South West	18	8.41%	2.8 - 23.11%	12.11%	0.86 - 40.91%
West Midlands	19	7.4%	2.4 - 18.37%	16.44%	4.4 - 27.78%
Yorkshire & Humberside	13	6.9%	-4.23 - 12.35%	8.47%	0.1 - 20%

## Appendix 1: Scope of Gender Pay Gap Submissions 2024/25

Based on the available data, a total of 167 Association of Colleges (AoC) members appear to have completed the Gender Pay Gap (GPG) submission for the reporting period. The accompanying extracted spreadsheet includes returns from General Further Education (FE) Colleges - a category that also includes land based and specialist providers - as well as Sixth Form Colleges.

For the purposes of the analysis presented in the main report, only General FE Colleges (including land based and specialist institutions) have been included in the calculations, while Sixth Form Colleges are present in the dataset but excluded from quantitative analysis.

Within the General FE College dataset, Hopwood Hall College reports a mean gender pay gap of 11.32%. When ranking all GFEC providers by mean hourly pay gap (from lowest to highest), Hopwood Hall College sits in the mid range of the national distribution, placing 90th out of 152 GFEC colleges included in the dataset

# Gender Pay Gap - Hopwood Hall College data

As of 31st March 2025

## Hourly Rates\*

	Male	Female	(%) Difference
Mean Hourly Pay	20.20	17.99	-10.94%
Median Hourly Pay	22.32	17.14	-23.21%

\*College pay is set within agreed scales.

## Difference in three-year context

Year	Mean Gap %	Median Gap %
2023	7.54%	20.95%
2024	11.32%	26.36%
2025	10.94%	23.21%

Years	Mean Gap Change (%)	Median Gap Change (%)
2023 - 2024	+ 3.78%	+ 5.41%
2024 - 2025	- 0.39%	- 3.15%

## Hourly Rate Quartiles\*\*

Quartile	Male (%)	Female (%)
Upper Quartile	49.66%	50.34%
Upper Middle Quartile	44.90%	55.10%
Lower Middle Quartile	33.56%	66.44%
Lower Quartile	28.08%	71.92%

\*\*Females make the higher percentage of the workforce in the lower quartiles, tend to be term time roles.

## Difference from 2024 to 2025 Quartiles (in %)

Quartile	Male Change (%)	Female Change (%)
Lower	+ 1.69%	- 1.69%
Lower Middle	+ 0.46%	- 0.46%
Upper Middle	- 2.00%	+ 2.00%
Upper	- 0.68%	+ 0.68%

# Appendix 1

College Name (AoC list)	Region	College type	DiffMeanHourlyPercent	DiffMeanHourlyPercent	DiffMedianHourlyPercent	DiffMeanBonusPercent	DiffMedianBonusPercent	MaleBonusPercent	FemaleBonusPercent	MaleLowerQuartile	FemaleLowerQuartile	MaleLowerMiddleQuartile	FemaleLowerMiddleQuartile	MaleUpperMiddleQuartile	FemaleUpperMiddleQuartile	MaleTopQuartile	FemaleTopQuartile	EmployerSize
West Herts College Group	East	GFEC	0.75	15.05	8	19.07	85	28	72	34	66	46	54	34	66	500 to 999		
Harlow College	East	GFEC	4.13	11	0	30	0	30	70	34	66	35	65	48	250 to 499			
West Suffolk College	East	GFEC	7.62	9.75	0	28	0	28	72	42	58	35	65	56	500 to 999			
One Sixth Form College	East	GFEC	7.8	15.9	0	35	0	35	65	35	65	39	61	53	250 to 499			
Suffolk New College	East	GFEC	9.95	17.04	0	28.7	0	28.7	71.3	37.2	62.8	37.8	62.2	57.3	42.7	500 to 999		
Cambridge Regional College	East	GFEC	10.7	14.2	0	30	0	30	70	28.4	71.6	45.8	54.2	46.8	53.2	500 to 999		
City College Norwich	East	GFEC	11.9	17.76	0	25	0	25	75	35	65	44	56	54	1000 to 4999			
Hertford Regional College	East	GFEC	12.5	17.7	31	25.1	89.5	17.6	82.4	25.7	74.3	45.2	54.8	39.7	60.3	250 to 499		
South Essex Colleges Group	East	GFEC	12.6	18.8	0	25	0	25	75	34	66	45	55	48.7	500 to 999			
North Hertfordshire College	East	GFEC	14.14	29.21	0	26	0	26	74	28	72	33	67	50	500 to 999			
East Coast College	East	GFEC	15.97	21.71	0	13	0	13	87	29	71	30	67	50	500 to 999			
Chelmsford College	East	GFEC	16.2	29.7	0	20	0	20	80	12.24	87.76	38.14	61.86	42.86	57.14	250 to 499		
Oaklands College	East	GFEC	16.55	18.11	0	23.53	0	23.53	76.47	22	78	32	68	54	Less than 250			
Nottingham College	EM	GFEC	7.06	10.48	0	17.7	0	17.7	82.3	30.4	69.6	37.6	62.4	44.4	55.6	1000 to 4999		
Boston College	EM	GFEC	7.97	7.94	0	30.07	0	30.07	69.93	24.31	75.69	33.57	66.43	41.67	58.33	500 to 999		
Moulton College	EM	AHC	7.97	7.94	0	30.07	0	30.07	69.93	24.31	75.69	33.57	66.43	41.67	58.33	500 to 999		
Derby College (DCG)	EM	GFEC	8.29	21.91	0	30.9	0	30.9	69.1	27.6	72.4	47.2	52.8	47.2	52.8	1000 to 4999		
Lincoln College	EM	GFEC	8.36	5.16	0	40	1.85	40	60	56	44	58	42	45	250 to 499			
Leicester College	EM	GFEC	8.9	13.6	0	17.7	0	17.7	82.3	30.4	69.6	37.6	62.4	44.4	55.6	1000 to 4999		
Inspire Education Group	EM	GFEC	9.37	16.76	0	19.6	1.28	19.6	77	29	71	35	65	53	47	500 to 999		
Loughborough College	EM	GFEC	11.11	20.64	0	17.39	0	17.39	82.61	36.24	63.76	54.11	45.89	45.89	54.11	500 to 999		
Northampton College	EM	GFEC	13.48	17.94	0	21.79	3.65	21.79	78.21	25	75	41.03	58.97	52.56	47.44	500 to 999		
Vision West Nottinghamshire College	EM	GFEC	14.14	15.31	0	25.56	0	25.56	74.44	25.23	74.77	34.23	65.77	48.2	51.8	500 to 999		
Grantham College	EM	GFEC	15.29	26.43	0	9.37	0	9.37	90.63	41.54	58.46	35.94	64.06	42.19	57.81	250 to 499		
Linage College of Further Education	EM	GFEC	23.11	40.91	0	23.08	0	23.08	76.92	38.1	61.9	54.29	45.71	50	50	250 to 499		
ORCHARD HILL COLLEGE	London	GFEC	-0.2	1.9	0	23.1	0	23.1	76.9	18.7	81.3	18.5	81.5	23.4	76.6	250 to 499		
THE CITY LITERARY INSTITUTE	London	SDC	0.54	0	0	37	0	37	63	35	65	41	59	37	63	1000 to 4999		
RICHMOND AND HILLCROFT ADULT AND COMMUNITY COLLEGE	London	SDC	1.98	0.2	0	29	0	29	71	33	67	22	78	38	62	250 to 499		
West London College	London	GFEC	2.8	8.97	-11	30.5	6.25	29.6	70.4	30.5	69.5	47	53	42.5	57.5	500 to 999		
Croydon College	London	GFEC	3.51	5.75	0	19	0	19	81	46	54	48	52	35	65	500 to 999		
MORLEY COLLEGE LIMITED	London	SDC	5.03	-6.2	0	30.9	0	30.9	69.1	48.2	51.8	37.2	62.8	35	65	250 to 499		
UNITED COLLEGES GROUP	London	GFEC	5.3	5.2	50	7.6	7.6	34.3	65.7	33.5	66.5	46.2	53.8	47.6	52.4	500 to 999		
Nash College of Further Education	London	GFEC	5.73	3.87	0	33.61	72	33.61	66.39	38.84	61.16	41.18	58.82	38.98	61.02	250 to 499		
Newham College of Further Education	London	GFEC	5.73	3.87	0	33.61	72	33.61	66.39	38.84	61.16	41.18	58.82	38.98	61.02	250 to 499		
London South East Colleges	London	GFEC	5.98	15.67	0	25.37	0	25.37	74.63	28.5	71.5	34.33	65.67	44.5	55.5	500 to 999		
Waltham Forest College	London	GFEC	6.83	13.82	0	27.91	0	27.91	72.09	26.74	73.26	32.93	67.07	52.27	47.73	250 to 499		
West Thames College	London	GFEC	7	7.2	0	15.3	0	15.3	84.7	30.5	69.5	23.7	76.3	31	69	Less than 250		
Barnet and Southgate College	London	GFEC	7.12	6.82	0	35.66	0	35.66	64.34	30.99	69.01	26.57	73.43	30.77	69.23	500 to 999		
South Thames Colleges Group	London	GFEC	7.7	2.9	0	26	0	26	74	30	70	35	65	35	65	1000 to 4999		
Capital City College Group	London	GFEC	7.71	11.16	-6.29	29.2	78.88	29.2	70.8	38.9	61.1	43.4	56.6	47.5	52.5	1000 to 4999		
Haringey Sixth Form College	London	GFEC	7.8	15.9	0	35	0	35	65	35	65	39	61	47	53	250 to 499		
New City College Group	London	GFEC	8.19	19.35	0	31.2	0	31.2	68.8	31.2	68.8	54.93	45.07	33.6	66.4	1000 to 4999		
Capel Manor College	London	AHC	9.31	1.54	0	32.1	0	32.1	67.9	29.27	70.73	20.99	79.01	41.98	58.02	250 to 499		
HRUC	London	GFEC	12.66	15.86	0	26	84.14	26	74	29	71	36	64	44	56	1000 to 4999		
Stanmore College	London	GFEC	13	19.3	37.1	35.1	2.4	35.1	64.9	28.9	71.1	35.1	64.9	13.2	86.8	250 to 499		
Barking and Dagenham College	London	GFEC	19.59	18.07	0	27.8	0	27.8	72.2	41.7	58.3	48.6	51.4	46.7	53.3	250 to 499		
East Durham College	NE	GFEC	5.2	8	0	27	0	27	73	26	74	29	71	42	58	500 to 999		
Tyne Coast College	NE	GFEC	5.21	15.13	0	30.16	0	30.16	69.84	40.48	59.52	55.91	44.09	51.97	48.03	500 to 999		
Bishop Auckland College	NE	GFEC	6.4	5.7	0	21	0	21	79	30	70	37	63	31	69	250 to 499		
Gateshead College	NE	GFEC	6.6	11.2	0	44	0	44	56	34	66	52	48	46	54	500 to 999		
Middlesbrough College	NE	GFEC	7.96	11.93	-9.19	37.28	0.92	37.28	62.72	29.39	70.61	38.85	61.15	49.82	50.18	1000 to 4999		
Darlington College Of Technology	NE	GFEC	8.7	22.7	0	17.4	0	17.4	82.6	31.58	68.42	40.16	59.84	47.37	52.63	250 to 499		
New College Durham	NE	GFEC	11.02	21	0	23.7	0	23.7	76.3	33.5	66.5	44.7	55.3	40.4	59.6	500 to 999		
Headley's College	NE	GFEC	11.3	12.84	0	32	0	32	68	31	69	49	51	53	47	500 to 999		
The Education Training Collective	NE	GFEC	12.8	16.23	0	14	0	14	86	31	69	35	65	43	57	500 to 999		
Hartlepool College of Further Education	NE	GFEC	23.11	40.91	0	23.08	0	23.08	76.92	38.1	61.9	54.29	45.71	50	50	250 to 499		
SEASHELL TRUST	NW	GFEC	2.3	-0.3	0	26.2	0	26.2	73.8	22.3	77.7	22.3	77.7	24.7	75.3	500 to 999		
Blackpool and the Fylde College	NW	GFEC	8	0.98	-10.2	31.7	75.3	31.7	68.3	34.7	65.3	59.4	40.6	46.2	53.8	500 to 999		



