

## **Suffolk New College – Gender pay gap supporting narrative for 2024-2025 reporting year.**

Suffolk New College is committed to the principles of Equality, Diversity and Inclusion for everyone. The College's approach to pay support the fair treatment, reward and recognition of all staff irrespective of gender.

The College's key focus is to ensure that all members of the team have an equal opportunity to maximise their potential and are all treated with respect and equally valued.

The College has a Single Equality Scheme in place along with an Equal Opportunities Policy, which focus on the protected characteristics in the Equality Act 2010.

The current workforce of the College includes a higher proportion of females than males overall and across three of the four quartile bands.

The College has salary assessment processes in place for determining the starting salary for new employees. These processes include recognition for qualifications and previous relevant experience, and are applied across all genders. Once employed staff progress as a result of achievement of qualifications and also annual increments. The College does not participate in an individual performance related pay framework or use a performance bonus scheme for all employees based on its operational performance, therefore the gender pay bonus gap is 0% for both mean and median.

The College ensures that gender equality is central to the College's recruitment processes. The College continues to advocate that the most appropriate person, regardless of gender or any other protected characteristic is appointed and that any discrimination is eliminated, and that having diversity in the College's team is a positive focus.

The College will carefully monitor gender pay to ensure that positive actions are taken to proactively support both females and males in their development and to run positive action recruitment and selection campaigns, where there is under-representation.

We will continue to ensure that women within the College have opportunities and the ability to progress with their careers.

For and on behalf of Suffolk New College

Alan Pease  
Principal & CEO