Gender pay gap report

The Passmores Co-Operative Learning Community (PCLC), in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees. The results of these statutory calculations can be found below.

PCLC is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development. All our posts are aligned to the nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

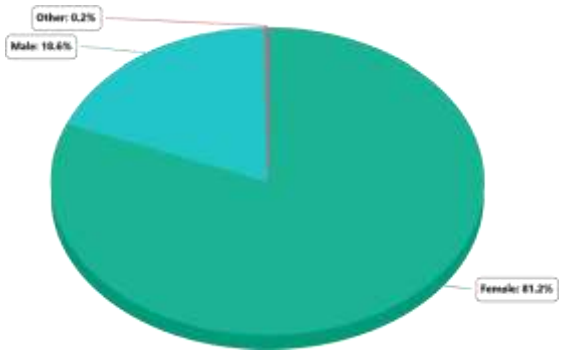
We have a higher proportion of females in every quartile, including the upper quartile. The workforce is made up of 569 staff, of which 462 are female, this illustrates that the overall pay gap is a result of the low proportion of males in the more junior grades.

Although we have a majority of women in the junior pay grades, we also have a majority of women in the leadership pay grades. Women also make up the majority at the more Senior levels of PCLC.

Snapshot date: 31st March 2026

Employee Numbers

Total Number of Employees:	569
Number of Female Employees:	462
Number of Male Employees:	106



Mean Gender Hourly Pay Gap

Mean Female Hourly Pay	£21.02
Mean Male Hourly Pay	£26.99
Mean Gender Hourly Pay Gap	22.1%

Median Gender Hourly Pay Gap

Median Female Hourly Pay	£18.14
Median Male Hourly Pay	£25.77

Median Gender Hourly Pay Gap	29.6%

Mean Gender Bonus Pay Gap

Mean Female Bonus Pay	£0
Mean Male Bonus Pay	£0
Mean Gender Bonus Pay Gap	0%

Median Gender Bonus Pay Gap

Median Female Bonus Pay	£0
Median Male Bonus Pay	£0
Median Gender Bonus Pay Gap	0%

Proportion of Females and Males receiving bonuses

Proportion of Females receiving bonuses	0%
Proportion of Males receiving bonuses	0%

Proportion of Females and Males in each quartile pay band

