

## GENDER PAY GAP REPORT 2023

### Introduction

This report provides Sparsholt College Services Limited's statutory disclosure of gender pay gap data, together with additional voluntary data, analysis and commentary.

The Gender Pay Gap Information Regulations require all employers with 250 or more employees, on the "snapshot" date, to report their gender pay gap annually.

For the purposes of the Gender Pay Gap Information Regulations, the organisation is classified as falling in the private sector and, as such, the "snapshot" date for its data each year is the 5<sup>th</sup> April. The report is published and displayed on Sparsholt College's website and on the appropriate Government website, no later than 4<sup>th</sup> April of the following year.

The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

The purpose of gender pay gap reporting is to achieve greater equality across the UK and increase pay transparency. It has been estimated that the under-utilisation of women's skills costs the UK between 1.3% – 2% of GDP annually and that eradicating the full-time gender pay gap would contribute additional spending into the economy of £41 billion each year.

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In a report published in November 2023<sup>1</sup>, the ONS predicts that in 2023 the gap among full-time employees increased to 7.7%, up from 7.6% in 2022. This is still below the gap of 9% before the coronavirus pandemic in 2019. Among all employees, the gender pay gap decreased to 14.3% in 2023, from 14.4% in 2022, and is still below the level of 17.4% in 2019.

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<sup>1</sup> ONS 01.11.2023: Gender pay gap in the UK:2023

**Sparsholt College Services Limited**  
**'Snap-Shot' Gender Pay Gap Data as at 5 April 2023**  
**(the GPG data for 2022 appears in brackets)**

Mean Gender Pay Gap	12.56% (8.79%)
Median Gender Pay Gap	7.97% (0%)
Mean Bonus Gender Pay	The Company does not operate any bonus schemes
Median Bonus Gender Pay Gap	

<b>Gender Pay Quartile Pay Bands</b>	<b>Women %</b>	<b>Men %</b>
Upper: 75-100% of full-pay relevant employees	38.10% (42.86%)	61.90% (57.14%)
Upper middle: 50-75% of full-pay relevant employees	65.22% (66.67%)	34.78% (33.33%)
Lower middle: 25-50% of full-pay relevant employees	73.73% (78.76%)	26.27% (21.24%)
Lower: 0-25% of full-pay relevant employees	73.61% (67.11%)	26.39% (32.89%)
<b>Overall Company</b>	<b>69.89%</b> <b>(69.25%)</b>	<b>30.11%</b> <b>(30.75%)</b>

The most recent Gender Pay Gap analysis report from the University and College Union (UCU) in which it extracted data for 198 colleges in England from the government's statutory reporting website calculated the mean average gender pay gap for all staff types in colleges, in respect of the March 2017 data, at 10%. The Company's mean gender pay gap of 8.79% therefore compares very favourably with that of the overall average of educational institutions in the sector.

The FE Workforce Data report for England published in March 2020 by the ETF reported that the overwhelming majority of participating colleges had an overall median gender pay gap of 10.3% (an increase from 9.3% in the previous year's report).

A Gender Pay Gap analysis report in respect of FE Colleges undertaken by Unison in 2021 calculated the mean average gender pay gap to be 10.4% and the median gender pay gap to be 16.3%

An analysis of the 2022 reported Gender Pay Gap results of the other FE colleges in Hampshire showed a mean GPG of 11.2% (previous year 11.6%) and a median GPG of 15.4% (previous

year 15.6%). With regards to the reported Gender Pay Gap results of local government councils: Hampshire County Council had a mean GPG of 15.5% (previous year 16.0%) and a median GPG of 16.5% (previous year also 16.3%), Test Valley Borough Council had a mean GPG of -5.2% (previous year -0.8%) and a median of -19.3% (previous year -15.4%) and Winchester City Council had a mean GPG of 7.4% (previous year 9.2%) and a median GPG of 13.9% (previous year 15.5%).

When the SCSL data is analysed in more depth, it shows that the gender pay gap in respect of the two main categories of staffing are as follows:

	<b>Business Support Staff</b>	<b>Management Staff (excluding Senior Post Holder)</b>
Mean Gender Pay Gap	5.69% (5.72%)	21.5% (15.96%)
Median Gender Pay Gap	5.40% (2.82%)	23.88% (10.95%)

With the exception of an Executive Director appointment, the Company uses pay scales and a grading structure. Every job, irrespective of gender, is assigned a grade on the pay scale and each grade has a set pay range with spine points in between grades. Staff, irrespective of gender, are expected to progress through the pay range for their grade on an annual basis where their performance is good or better, irrespective of any protected characteristic, until they reach the top of the scale.

Overall, there are 14 management staff employed by the company: 7 male and 7 female. This is a different figuration than the previous year. Given the different gender configuration coupled with the face that two of the 7 female management staff are part-time provides the reason for the change in both the mean and median scores compared to the previous year.

The company was incorporated on 01 February 2019 and as such this is the fourth Gender Pay Gap report for the company. 352 staff (177.9fte) were TUPE transferred from Sparsholt College to the company at its inception. Staff are employed in areas such as finance, marketing, IT services, HR, premises, learning resources and additional learning support which support Sparsholt College in its day to day operations. At the “snapshot” date the Company employed 352 staff of which 25.8% (22.7% previous year) were full-time and 74.2% (77.3 % previous year) part-time (either part hours, part year or both). 69.8% of the workforce were female and 30.1% male.

It is very pleasing to note that the Company’s median gender pay data is significantly better compared to:

- the predicted 2023 national median gender pay gap data of 14.3% as reported by the ONS.

- the 2022 national median gender pay gap of 14.4% as reported by the ONS.
- the latest FE Workforce data report for England published by the ETF where the overall median gender pay gap for the FE sector was 10.3%
- six out of the 7 other FE Colleges in Hampshire.

Furthermore, the Company's 2023 mean gender pay gap of 12.56% is better than the 2022 gender pay gap data reported by 57% of the other FE colleges in Hampshire as well as Hampshire County Council.

As part of the 'Sparsholt College Group', the Company has adopted Sparsholt College's Single Equality Scheme, the aims of which are to:

- To develop measures and actions that pay due regard to the need to eliminate discrimination and promote equality for all;
- To promote equality so that our approach goes beyond legislative compliance and remains embedded in our culture.

The Single Equality Scheme summarises the College Group's commitment to key priorities and specific 'impact intentions' covering all protected characteristics and embraces all members of the College Group community, including gender, and is available on the College's website. Additionally, the analysis of gender pay gap is considered annually by the company's board of directors to consider whether specific actions are required.

As a whole, the College Group is committed to tackling inequality, breaking down barriers and challenging unfairness to ensure opportunities and experiences which help staff reach their full potential.

Julie Milburn  
**Chief Executive**

March 2024