

GENDER PAY GAP REPORT 2024

Introduction

This report provides Sparsholt College Hampshire FE Corporation's ("the College'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 College is classified as falling in the public sector and, as such, the "snapshot" date for its data each year is the 31 March. The College is required to publish its gender pay gap for each year both on the College website and on a Government website no later than 30 March 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.

An ONS report¹ published in 2024 outlines:

- The gender pay gap has been declining slowly over time - over the last decade it has fallen by approximately a quarter among full-time employees, and, in April 2024, it stood at 7.0%, down from 7.5% in 2023.
- The gender pay gap is larger for employees aged 40 years and over than those aged under 40 years.
- Among all employees, the gender pay gap decreased to 13.1% in April 2024, down from 14.2% in April 2023. For part-time employees, the gender pay gap was negative 3.0% in April 2024. This was an increase from April 2023, where it was negative 2.5%.

A separate Gender Pay Gap report is published for the College's subsidiary company Sparsholt College Services Limited which employs roles which support the College in its day-to-day operations, such as finance, IT services, marketing, HR, premises, learning resources and additional learning support.

¹ Office for National Statistics (ONS), released 29 October 2024, ONS website, statistical bulletin, [Gender pay gap in the UK: 2024](#)

Gender Pay Gap Data as at 31 March 2024

(data for 2023 appears in brackets)

| | |
|-----------------------------|--|
| Mean Gender Pay Gap | 0.46% (1.63%) |
| Median Gender Pay Gap | 0.00% (2.49%) |
| Mean Bonus Gender Pay | The College does not operate any bonus schemes |
| Median Bonus Gender Pay Gap | |

| Gender Pay Quartile Pay Bands | Women % | Men % |
|---|---------------------------------|---------------------------------|
| Upper: 75-100% of full-pay relevant employees | 61.54% (61.39%) | 38.46% (38.61%) |
| Upper middle: 50-75% of full-pay relevant employees | 57.28% (56.44%) | 42.72% (43.56%) |
| Lower middle: 25-50% of full-pay relevant employees | 62.14% (59.41%) | 37.86% (40.59%) |
| Lower: 0-25% of full-pay relevant employees | 56.73% (62.75%) | 43.27% (37.25%) |
| Overall College | 59.42% (60.0%) | 40.58% (40.0%) |

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

| | Academic Staff | Business Support Staff | Management Staff | Management Staff (excluding Senior Post Holders) |
|-----------------------|------------------|------------------------|---------------------|--|
| Mean Gender Pay Gap | 0.05% (0.09%) | 0.39% (2.66%) | -6.92% (-13.08%) | 16.37% (8.52%) |
| Median Gender Pay Gap | 0% (0%) | 0% (2.74%) | 2.88% (0%) | 5.62% (0%) |

Apart from Senior Post Holder appointments and the Head of Governance to the Corporation, the College 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.

From an analysis of the College’s detailed gender pay gap data, we have concluded that there have been no issues identified which suggest structural inequality in the College’s processes or unconscious bias in implementing them.

It is reassuring to note that the College gender pay data compares favourably with the 2024 national median gender pay gap data of 13.11% (all employees) and 7% (full time employees) as reported by the ONS.

Furthermore, the College’s 2024 median gender pay gap of 0% is significantly better than the average gender pay gap data reported for most comparator local organisations (2023 data):

| | Mean | Median |
|--------------------------|-------------|---------------|
| FE Colleges Hampshire | 10.57% | 16.27% |
| Hampshire County Council | 15.9% | 17.2% |
| Test Valley Council | -4.6% | -14.2% |
| Winchester City Council | 7.3% | 15.2% |

Equality, Diversity and Inclusion

The College is committed to:

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

Our approach and our equality objectives are set out in our Equality, Diversity and Inclusion Policy published on the College’s website.

We are committed to tackling inequality, breaking down barriers and challenging unfairness to ensure opportunities and experiences which help staff reach their full potential.

Julie Milburn
Principal and CEO

March 2025