

GENDER PAY GAP REPORT 2024

This report provides Sparsholt College Services Limited's (the Company'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 Company is classified as falling in the private sector and, as such, the "snapshot" date for its data each year is the 5 April.

The Company is a wholly owned subsidiary of Sparsholt College Hampshire FE Corporation (the College) and staff are employed in areas such as finance, marketing, IT services, HR, premises, learning resources and additional learning. At the "snapshot" date the Company employed 329 staff of which 28.6% (25.8% previous year) were full-time and 71.4% (74.2% previous year) part-time (either part hours, part year or both). 69.6% of the workforce were female and 30.4% male.

This report is published and displayed on the College's website and on the appropriate Government website. A separate Gender Pay Gap Report is published by the College.

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%.

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 5 April 2024

(data for 2023 appears in brackets)

Mean Gender Pay Gap	11.42% (12.56%)
Median Gender Pay Gap	5.39% (7.97%)
Mean Bonus Gender Pay	The Company 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	59.04% (59.09%)	40.96% (40.91%)
Upper middle: 50-75% of full-pay relevant employees	71.95% (72.73%)	28.05% (27.27%)
Lower middle: 25-50% of full-pay relevant employees	81.71% (73.86%)	18.29% (26.14%)
Lower: 0-25% of full-pay relevant employees	65.85% (73.86%)	34.15% (26.14%)
Overall Company	69.60% (69.89%)	30.40% (30.11%)

When the 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:

	Business Support Staff	Management Staff (excluding Executive Director)
Mean Gender Pay Gap	5.37% (5.69%)	22.07% (21.50%)
Median Gender Pay Gap	5.39% (5.40%)	22.62% (23.88%)

Apart from 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.

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

The Company's 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 Company's 2024 median gender pay gap is significantly better than the median gender pay gap data reported for most comparator local organisations (2023 data):

	Mean	Median
Sparsholt College Services	11.42%	5.39%
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 Company 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 Sparsholt College Group's Equality, Diversity and Inclusion Policy published on the College's website.

The analysis of gender pay gap is considered annually by the Company's board of directors to consider whether specific actions are required.

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
Chief Executive

March 2025