

SPARSHOLT COLLEGE
2025 Gender Pay Gap report

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 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

At the “snapshot” date the College employed 448 staff of which 60.40% of the workforce were female and 39.6% male

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

Sparsholt College Data

Year	Median Pay Gap	Mean Pay Gap
2025	14.99%	4.00%

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	72.22%	79.78%	69.66%	60%
Male	27.78%	20.22%	30.34%	40%

Sparsholt College did not make any bonus payment to any staff employed on 31 March 2025 or in the preceding 12 months

Every job, irrespective of gender, is assigned a grade on our 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 detailed gender pay gap data, we have concluded that there have been no issues identified which suggest structural inequality in College processes or unconscious bias in implementing them

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 Sparsholt College Group's Equality, Diversity and Inclusion Policy published on the College's website.

Julie Milburn

Chief Executive

March 2026