



SPARSHOLT COLLEGE SERVICES LIMITED 2025 Gender Pay Gap report

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 358 staff of which 70.39% of the workforce were female and 29.61% 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

Sparsholt College Services LTD Data

Year	Median Pay Gap	Mean Pay Gap
2025	4.41%	10.50%

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

	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%

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 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

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 any specific actions are required.

Julie Milburn

Chief Executive

March 2026