



Gender Pay Gap Report March 2025

This is a statutory requirement for any employer who employs more than 250 staff. Each employer is required to analyse salary data based on the mean, median and quartiles for all staff. The snapshot date for the public sector is **31 March** each year.

Summary of Results for BHASVIC

Table 1: Average pay Gap 2025

Mean	Median
1.14%	3.27%

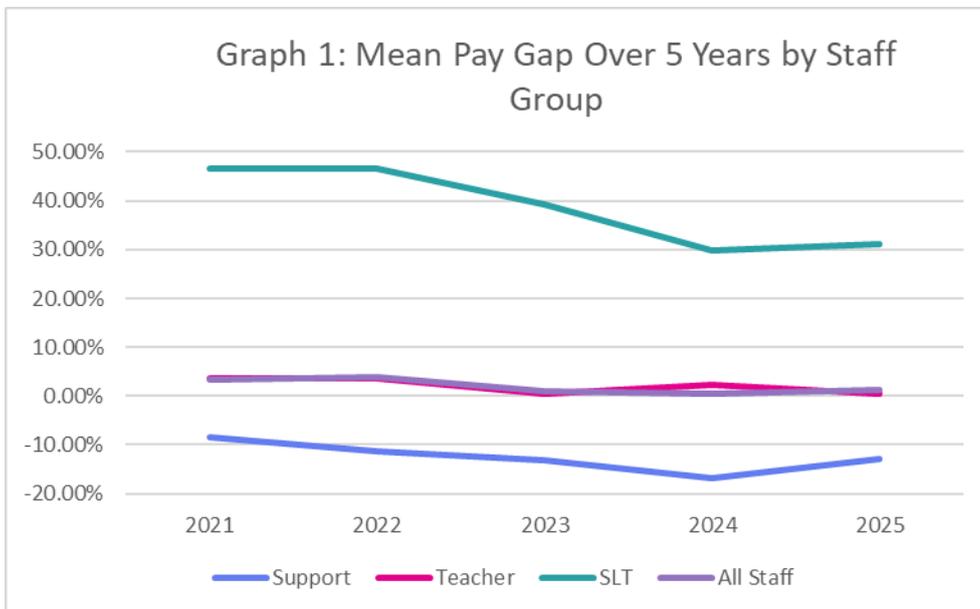
The mean pay gap has increased slightly this year, to 1.14%, whereas the median has dropped significantly, to 3.72%. We use pay scales determined by the Sixth Form Colleges' Association (SFCA), with staff progressing annually through their grade until they reach the highest point. At the time of reporting, 68% of teachers are paid based on the top of the teachers' pay spine (spine point 9), although some of these do receive additional allowances which means there is some variation in their hourly rate. This year the median rate of pay for all staff matches the top of the teachers' pay spine.

Overall, our staff are 65% female, which remains the same as last year. As seen in table 2, the upper middle and upper quartiles are reasonably representative of our staff. Any changes in quartiles are largely random as we have so many staff paid at the same paid at the same hourly rate, which fall across the upper middle and upper quartiles.

Table 2: Quartiles spread of Males and Females 2025

	Quartiles			
	Lower	Lower Middle	Upper Middle	Upper
Female	59.6%	71.2%	65.6%	62.2%
Male	40.4%	28.3%	40.4%	37.6%

Due to the nature of the different contracts within the College, it is helpful to look at the data split by job groups to gain full insight. Graph 1 shows the trend in mean pay gap over the last 5 years, split by staff group.



Teaching Staff

As we can see by the graph, teaching staff have followed the pattern of our overall staff figures, gradually moving closer to 0 pay gap over time. This year our teaching staff mean is down to 0.42% which is the lowest in the last 6 years. The slight reduction from last year can primarily be attributed to the percentage of new teaching staff who joined the College who have less experience and are therefore paid at the lower end of the teachers' pay spine. Of new staff paid below point 6, 66% were male.

Support Staff

There was a slight closing of the mean pay gap within support staff, which reverses the trend we have seen over the last 5 years of mean pay gap gradually increasing in favour of female staff. The change this year is almost entirely accounted for by staffing changes within our Guidance Manager Team, which is one of our higher paid support staff management roles. At the time of last year's report, this team of 8 people were 100% female. Since then, 3 members of the team resigned and two of them were replaced by males. Had that change not happened, the mean pay gap for support staff in 2025 would have been 16.01%, compared to 16.74% in 2024. We have a robust and objective recruitment process and appointed the people who did the best at interview. The guidance management team remains 75% female.

Senior Leadership Team

As stated in last year's report, this team are now on structured pay spines so the main factor contributing to any changes in the pay gap are staffing changes within the team. This year there was a staffing change in that the Director of Digital Strategy post was made a Vice Principal, making it a Senior Post Holder. This change in role meant that the male holder of this post received a bigger pay increase than the other members of the Senior Leadership Team, all of whom were already Senior Post Holders. The result is that the mean pay gap for this team has increased. Had that change in role not happened, the mean would have remained the same as in 2024.

Additional notes

All our employees are paid on nationally negotiated pay scales for staff in Sixth Form Colleges with annual increments and an annual percentage cost of living pay rise. No bonuses were paid to our staff during the reporting period. A positive percentage in the mean and the median indicates that on average men are paid more than women at the College.

Many of our support staff work term time only but are paid over the full year. Therefore, in line with Acas guidance, an

adjustment has been made to the calculated hourly rate for these members of staff to ensure it accurately reflects their rate of pay for their hours worked.

Supporting Statement

I can confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents Gender Pay Gap data for BHASVIC.



Signed:
William Baldwin, Principal

Date: 11.03.2026