Gender Pay Gap Analysis

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The report for the year-ended 31/03/2026 indicates a gender pay gap in favour of male employees. The gender pay gap is the difference in the average hourly earnings for all men and women across a workforce regardless of their role. If women carry out more of the less well paid jobs within an organisation than men, the gender pay gap is likely to be bigger.

It is important to note that the gender pay gap is not the same as unequal pay which is paying males and females differently for performing the same (or similar) work. There are more female staff at the College compared to males but lower paid roles tend to be taken, predominantly, by female employees, for example, the cleaning staff.

There are more females than males in each quartile of pay.

Gender	Lower (54)		Lower Middle (53)		Upper Middle (55)		Upper (55)	
Male	21	33.33%	19	29.69%	25	39.06%	31	48.44%
Female	42	66.67%	45	70.31%	39	60.94%	33	51.56%

In general terms, the College has addressed inequities on the Senior Management Team with the 4 Assistant Principals being equally split between the genders. Currently the Assistant Divisional Leads are split in favour of female employees.

Action Plan

Recruitment:

- We will continue to use gender neutral job adverts unless there is a genuine occupational requirement for a specific position.
- We will continue to aim to attract talent from the widest possible pool of applicants.
- The selection process is, and will continue to be, anonymous so the best candidates are selected for interview regardless of gender.
- The upper quartile consists of mainly full-time personnel. The College will consider flexible working and job share opportunities for all positions in College, including higher paid roles where possible. This could provide those who wish to work parttime with access to higher paid jobs.
- We will continue to use diverse interview panels.

Retaining Staff:

- Once the right people are in place at the College we want them to stay. The College offers hybrid working to all staff, although it is accepted that for some roles this is not a viable option. The College will consider flexible working options at all levels where this is feasible and appropriate to ensure the continued operational efficiency of the organisation. All staff enjoy 10 hours of wellbeing time per year to be used as appropriate.
- Xaverian College is committed to offering training to staff to help them develop their career.

- We will continue to review the professional needs of our staff and internal and external training and development opportunities to assist with career development.
- The College works in collaboration with other local colleges to offer a programme of leadership and management training to individuals.
- The College regularly reviews its wellbeing programme to ensure the physical and mental needs of the staff are being addressed in an even-handed manner. Staff surveys help to formulate changes needed to address any concerns the staff may have.

Pay Evaluation:

- Xaverian College is committed to creating a diverse workforce which reflects our students and community. Our salary scales are determined nationally by the Sixth Form Colleges' Association (SFCA). All staff, regardless of gender, are able to progress through the appropriate bands of the relevant scale provided there are no issues with performance.
- New teaching staff are employed at the rate relevant to their number of years teaching and new support staff are employed on a rate (within the SFC pay scales) applicable to their role and any relevant experience.
- When reviewing the pay level for a particular job, we will continue to compare like or like roles within the College and review what other sixth form colleges pay for similar roles and refer to the sixth form college salaries and numbers survey in order to establish an overall framework that is consistent, transparent and fair.
- The College is a Living Wage Employer.
- Salary is considered as part of the College's annual appraisal process.