

Gender Pay Gap Extract Report



Snapshot Date : 31/03/2025
 Description: GPGR - MARCH 2025

Payrolls: LSFC

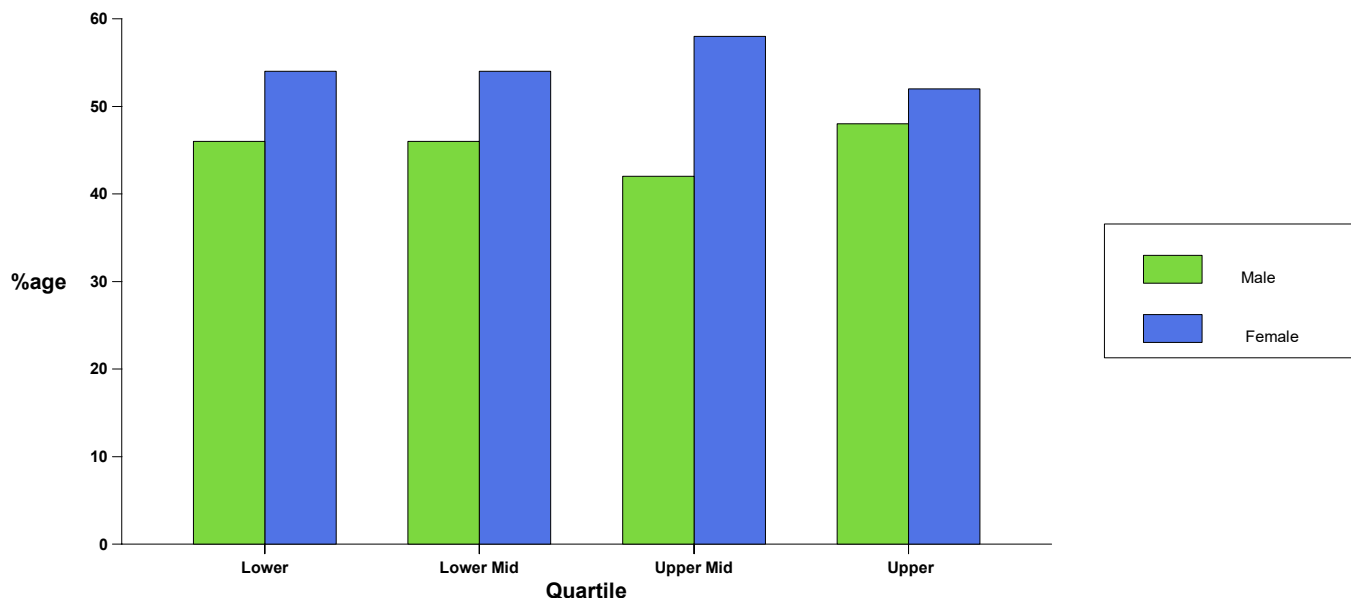
Hourly Rate Gaps

	Male	Female	Percentage Difference
Mean	25.70	26.09	-1.52%
Median	29.70	29.70	0.00%

Hourly Rate Quartiles

Gender	Lower (50)		Lower Middle (50)		Upper Middle (50)		Upper (50)	
Male	23	46.00%	23	46.00%	21	42.00%	24	48.00%
Female	27	54.00%	27	54.00%	29	58.00%	26	52.00%

Proportion of male and female employees per quartile



Bonus Gaps

	Male	Female	Percentage Difference
Mean	0.00	0.00	0.00%
Median	0.00	0.00	0.00%

Bonus Proportions

Number of Males receiving bonus: 0 / 91
 Proportion of Males receiving bonus: 0.00%
 Number of Females receiving bonus: 0 / 109
 Proportion of Females receiving bonus: 0.00%

LRSFC GENDER PAY REPORT 2025

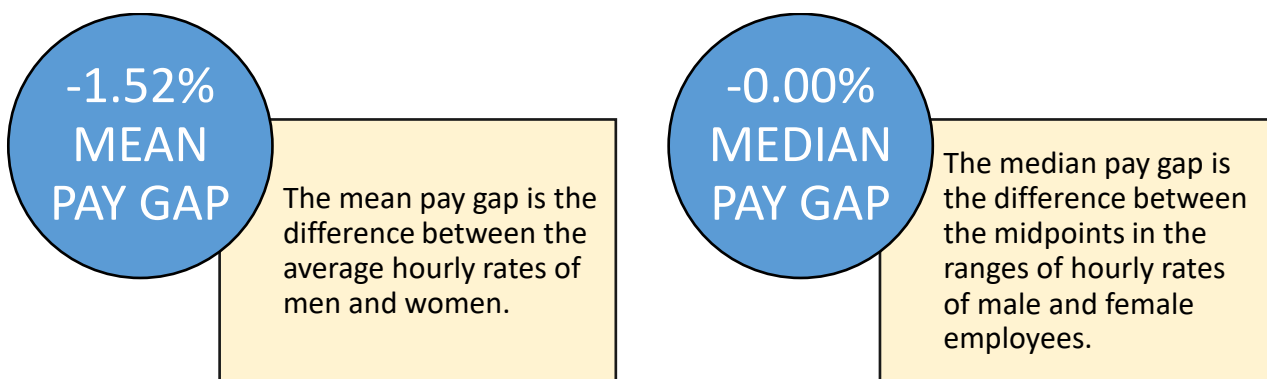
At Long Road Sixth Form College we are committed to promoting and maintaining equality of opportunity and freedom from discrimination and harassment on grounds of sex, race, disability, sexual orientation, marital status, pregnancy, gender reassignment, religion/belief or age, in line with the Equality Act.

Long Road Sixth Form College is part of The Sixth Form Colleges Trust, as well as a member of the Sixth Form Colleges Association (SFCA) and therefore, the Trust adheres to the SFCA salary scales, for both Teaching Staff and Support Staff. Long Road Sixth Form College carry out grading assessments for each Support Staff role and a salary grade assigned, within a set range of spine points. Teaching Staff are assigned a salary point predominantly based on years of service and both Support and Teaching staff move through the pay scales annually, based on their performance.

THE SNAPSHOT:

Gender pay gap calculations are based on payroll data from a specific date each year (31 March 2025). The individuals counted within the snapshot categorised as being on Full Pay are those upon the snapshot date, and consequently, any individuals who are on maternity/sabbatical leave or unpaid sick leave are excluded from the snapshot. In March 2025, 4 female teachers and 1 female member of support staff were excluded due to maternity leave, and 1 female member of Support Staff was excluded whilst on long term, unpaid sickness absence. Additionally, 2 female members of staff and 2 male members of staff were excluded from the snapshot due to unpaid leave of absence. The charts in this report show the differences between the 'snapshots' of this year and previous years, and do not necessarily reflect a holistic picture of the College's staffing since 2017.

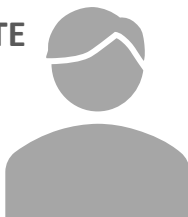
WE CONTINUE TO OPERATE WITH NO GENDER PAY GAP AT LONG ROAD.



**AVERAGE HOURLY RATE
OF MALE STAFF:**

£25.70 (MEAN)

£29.70 (MEDIAN)



**AVERAGE HOURLY RATE
OF FEMALE STAFF:**

£26.09 (MEAN)

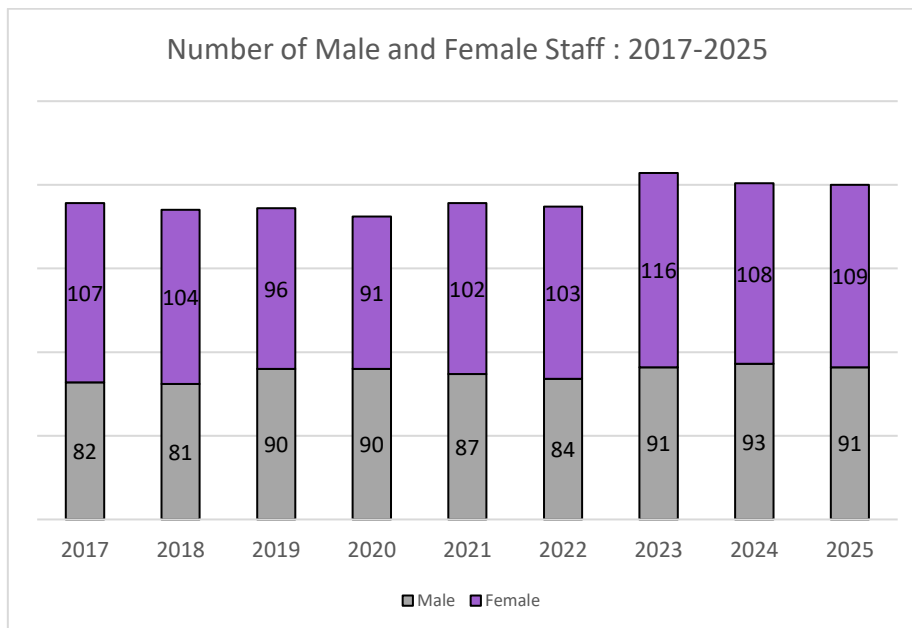
£29.70 (MEDIAN)



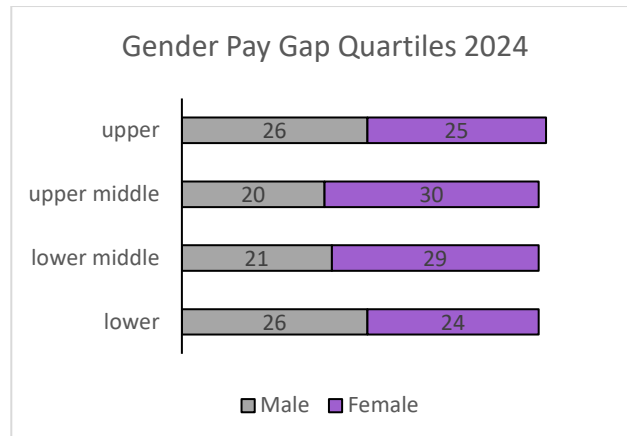
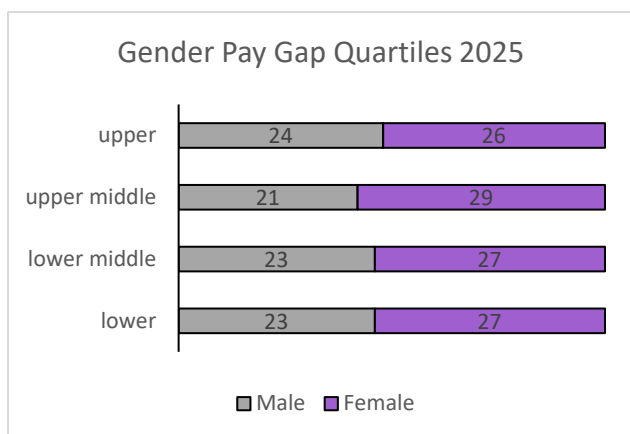
The main reason for the continued closure of our pay gap in 2025 is that we employ more female staff than male staff in higher paying roles.

OUR WORKFORCE

The chart below shows how the shape of our workforce has remained fairly even over the past 8 years, though we have consistently employed more women than men.



In 2025 the disparity between male and female staff in the Upper quartile slightly decreased, and in the Lower quartile the number of male staff reduced. We continue to employ more women than men in all quartiles and this largely explains our equal median hourly pay of £29.70 per hour.



Academisation

In September 2024 the College joined The Sixth Form Colleges Trust, with our female Principal moving to the role of CEO of the Trust on a part-time basis. The CEO remained on the College's payroll at that point and remained the highest paid member of staff. In addition, our senior leadership team was comprised of more female than male staff, thereby significantly contributing to the mean hourly payrate for female staff being £26.09. Following the CEO being removed from the Long Road payroll after the implementation of the Trust's own payroll system in October 2025, and with the appointment of a male Principal in September 2024, we anticipate that there will be a significant change to GPGR figures in 2026.

Pay increases in 2024-2025. From September 2024 the SFCA implemented an increase of 5.5% on all main scale Teacher pay points, ensuring that all teachers on pay point 1 will receive a base salary of £32,178.00 p/a (FTE) from 1 September 2024, with teachers at pay point 9 receiving £49,725.00 p/a.

The SFCA also implemented increases between 4.2% to 5.6% on lowest six pay points of the Support Staff pay scales, with an increase of 3.5% on all other pay points. A second increase was applied from 1st April 2025, and therefore falls outside of the snap shot data. The SFCA remain committed to ensuring that support staff on the lowest pay point on the NJC pay spine continue to be paid above the statutory minimum wage. These factors have continued to result in an equalisation of pay between male and female employees across the Lower and Lower-Middle quartiles.

Our gender pay gap remains closed but there is always progress to be made, and the College will remain vigilant in efforts to ensure equal pay for our staff.

Addressing the Gender Pay Gap

1. The College will continue to maintain a focus on closing the gender pay gap. Gender equality remains a core part of College strategy. We regularly review our internal equality reporting to ensure it measures our progress effectively and identifies action.
2. Training and Development remains a key focus of the College. We aim to ensure that all staff have access to the training that will enable them to maximise their potential within the workplace (and also their earning potential) and enable staff to take the next steps in their careers (even if this is with other employers). We are keen to ensure that our staff develop the skills and knowledge and are likewise seeking to ensure that development pathways to management roles are easily accessible to both female and male Long Road colleagues.
3. The College recognises the requirement of further Support Staff training for succession planning, which has the potential of closing the gender pay gap. We also offer 'on the job' teacher training over 2 years, which allows a flexible way into a teaching career.
4. Our recruitment processes remain gender neutral and the College will continue to advertise all roles fairly and widely.
5. The College have a Working from Home Policy (Support Staff) and are keen to ensure that this option is available to all staff (where appropriate). This initiative has been welcomed by both male and female members of Support staff, who have found it to be conducive to a better work/family life balance.
6. As the National Living Wage increases year by year, we will be guided by the SFCA evaluating Support and Teaching staff salaries and will continue to undertake grade assessments for all new support staff roles.
7. We are committed to encouraging flexible working and job share opportunities.