

Aquinas College Gender Pay Gap Reporting March 2026

This report sets out the gender pay analysis to be submitted to HMRC by the 31st March 2026. The snapshot date for the public sector is **31 March 2025**.

Aquinas College needs to report on the following:

1. The mean gender pay gap
2. The median gender pay gap
3. The mean bonus gender pay gap
4. The median bonus gender pay gap
5. The proportion of males receiving a bonus payment
6. The proportion of females receiving a bonus payment
7. The proportion of males and females in each quartile pay band

The numbers above are referenced in the table below.

Within the document there is a written statement, authorised by an appropriate senior person, which confirms the accuracy of the calculations.

We have used HMRC recommended calculations of hourly rates for all staff in the main tables included below. The teacher hourly rate uses the contractual hours of 1267 (39 weeks at 32.5hrs per week). The calculation for Full time, full year support staff Support staff is to take the full year salary and divide by the total annual hours of 1929 (52 weeks at 37 hours). The HMRC calculation for support staff who work term time only but are paid in 12 equal payments throughout the year is to calculate the hours worked in the year and divide that by 12 and then to take the part time salary and divide by those hours. That gives the same hourly rate as taking the FTE salary and dividing it 1929 hours so that is what has been used. Teaching staff tend to have higher salaries than support staff so the fact that the contractual hours worked is so much lower tends to skew the initial results of all staff below. We have therefore split the job types to compare like with like.

All our employees are paid on nationally negotiated pay scales for staff in Sixth Form Colleges with annual increments up the pay spine up to a maximum point. No bonuses were paid to our staff during the reporting period. A positive percentage in the mean and the median indicates the amount on average that men are paid more than women at the College.

The following statistics reflect the Gender Pay reporting undertaken by Aquinas College.

All Staff

Mean(1)	Median(2)	Lower quartile(7)	Lower middle quartile(7)	Upper middle quartile(7)	Upper quartile(7)
15.1%	40.8%	F 76 % M 24%	F 75% M 25%	F 55% M 45%	F 63% M 37%

The statistics above are based on 240 staff paid in the relevant period. This is split 160 females and 80 males.

Our term time contracts are very popular and fit well into staff work/life balance.

As our support staff and teaching staff are on different types of contracts, the teaching staff hourly rate appears much higher than support staff rate when using the HMRC recommended method of calculating this rate. This difference between staff groups translates into a gender pay gap due to the different proportion of males and females in each staff group.

We therefore chose to split the data by staff group, into support staff, teaching staff, and the senior leadership team for further analysis

Split by job roles

	Mean	Median	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Senior Management Team	92.1%	155.5%	F 100% M 0%	F 100% M 0%	F 50% M 50%	F 0% M 100%
Teaching Staff	0.7%	0%	F 66% M 34%	F 60% M 40%	F 55% M 45%	F 68% M 32%
Support Staff	7.9%	0.0%	F 92% M 8%	F 56% M 44%	F 80% M 20%	F 60% M 40%

The mean gender pay gap within the Senior Leadership Team (SLT) is 92.1%. There are six members of SLT, two male and four female. The two highest paid staff are the Principal (male) and the Vice Principal (male). The group has both teaching and support staff members which is again skewed by the different calculations used to derive the hourly rate. The Principal's pay skews the overall results due to the gap between his pay and the others within the group.

The college has teaching staff that is split 62% female, 38% males. All teaching staff are appointed to a scale point depending on year's teaching experience. There are more females on the lowest scales due to the fact that there are more females overall which gives a mean slightly in favour of males. However, the median measure shows no disparity between male and female. All of the most senior Leadership posts are held by females.

Our support staff are split 72% female and 28% male and there is a mean gender pay gap of 7.9%. The median rate again shows no disparity between males and females. Again, we have both male and female staff on all positions on the pay scale as demonstrated above with the quartile analysis. The three most senior posts in support staff are held by females but they are all on SLT so are excluded from this calculation. Within the remaining support staff, the top 10 paid staff are split 50:50 between male and female. However, we have increased the number of learning support assistants, to support higher numbers of High Needs students, these sit at the lower end of the pay scale and they are predominantly female in line with the overall staff.

When grouping staff in similar contract types and carrying out their calculations the gender pay gap reduces significantly.

Females outnumber males in all quartiles. This is representative of the sector as a whole.

Bonuses

Aquinas College pay no bonuses to any staff. Therefore the categories 3, 4, 5 and 6 above are not applicable.

Addressing the Gender Pay Gap

We have a fair and transparent recruitment and selection process and advertise a wide range of job vacancies. We invite applications from those who wish to work either full or part time, including some posts with significant management responsibilities, in order to encourage both males and females with caring responsibilities, who do not wish to work full time, to apply to work with us. We believe in appointing the person who we feel to be the best candidate for each job vacancy regardless of gender.

All staff, irrespective of gender, are eligible to apply to take part in funded external staff development and our internal staff development programme is available to all staff.

Staff surveys are undertaken bi-annually as are staff exit interviews.

We support new parents through the provision of enhanced maternity rights (above statutory), the provision of paid KIT days, which are available for staff development purposes as well as for work requirements.

We welcome both informal and formal applications for flexible working and we endeavour to be fully supportive of all such reasonable requests.

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 Aquinas College.

Signed:



Date: 20/3/2026

Jo Dommett Principal