

GENDER PAY GAP REPORT

As of 5 April 2025

Ashville College is an employer with over 250 colleagues and, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish an annual Gender Pay Gap report on its website.

The Gender Pay Gap is defined as the difference in average earnings between men and women expressed as a percentage. The reference date for this report is 5 April 2025.

The organisation's gender pay gap data shows a broadly stable position compared with the previous year, with some modest shifts in workforce composition and pay related metrics.

Overall headcount decreased from 304 to 291 employees, with reductions across both genders, though the workforce continues to be predominantly female. A similar pattern is reflected among pay-relevant employees, where numbers fell from 261 to 250, again with slightly larger reductions among women than men.

Both male and female employees saw rises in their mean hourly rates, and the mean gender pay gap narrowed from -1.04% to -0.29%, remaining marginally in favour of women. The median gender pay gap also improved, shifting from -5.05% to -1.65%, indicating that the midpoint of female earnings continues to exceed that of males, though the gap is less pronounced than in the prior year.

The distribution of employees across pay quartiles remains largely consistent with last year, with only minor fluctuations. The upper quartile saw a small reduction in female representation, while the lower quartile experienced a slight increase in male representation. The upper middle and lower middle quartiles showed minimal movement, maintaining a similar gender balance to the previous reporting period.

Overall, the data indicates continued stability in the organisation's pay structure, with gender pay gaps that remain favourable to women and have narrowed further over the year. The small shifts in quartile distribution and workforce composition do not materially alter the overall picture of a predominantly female workforce with broadly equitable pay outcomes.

The data tables are below. No bonuses were paid in the twelve-month period to 5 April 2025.

Employees Employed on 5 April 2025	
Male	103
Female	188
Total	291

Pay Relevant Employees Employed on 5 April 2025	
Male	91
Female	159
Total	250



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Pay Relevant Employees - Summary

Total Weekly Hours	7,134.07
Total Weekly Pay	141,260.20
Standard Hourly Rate	19.8008

Mean Pay Gap

Mean Male Hourly Rate	19.5894
Mean Female Hourly Rate	19.6454
Mean Gender Pay Gap (%)	-0.29

Median Pay Gap

Median Male	17.1676
Median Female	17.4504
Median Gender Pay Gap (%)	-1.65

Pay Quartiles

	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	27	43.55	35	56.45	62	100.00
Upper Middle Quartile	18	29.03	44	70.97	62	100.00
Lower Middle Quartile	13	20.63	50	79.37	63	100.00
Lower Quartile	33	52.38	30	47.62	63	100.00
Total	91		159		250	

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