Gender Pay Gap 2026

As an organisation with over 250 employees and workers, Wyke Sixth Form College is required to analyse and report on gender pay information in the format required by the government. The information below is from our most recent 'snapshot date' of 31 March 2026.

Quartile	Men	Women	Total	% of total men	% of total women	% men of those in quartile	% women of those in quartile
Lower	21	46	67	22%	27%	31%	69%
Lower middle	19	47	66	18%	28%	29%	71%
Upper middle	28	38	66	29%	22%	42%	58%
Upper	28	38	66	29%	22%	42%	58%
Total	96	169	265			36%	64%

	2026	2025	2024
Mean pay	£20.82		
Women	£19.90	£21.18	£18.10
Men	£22.45	£22.05	£19.63
Mean gender pay gap	11.4%	4%	7.8%
Median pay	£18.58		
Women	£17.92	£19.39	£16.72
Men	£20.13	£20	£19.88
Median gender pay gap	11%	3.1%	15.9%

As shown above, the gender pay gap has varied significantly over the last 3 years. There is not one single major thing that has caused this but factors that have influenced it include differing proportions of invigilators working during the snapshot month meaning varying splits in the lower quartile. Some absences on statutory leave mean people were not 'full pay relevant employees' in any year.

The number of women employed has increased more than the number of men and it can be seen that their mean and median pay has reduced since last year.

A closer look at leadership and the highest paid roles, of the 10 highest paid roles in the College, 5 were held by women and 5 by men. Of the 20 highest paid roles, 9 are held by men and 11 by women. The College employs a higher proportion of females than males however so it would perhaps be expected that these roles should also have more female postholders.

The table below shows some of the roles populated by multiple post-holders.

Role	Women	Men	Comments
Head/Deputy Head of Subject	17	10	
Teacher	37	29	5 men with additional payments,

			15 women
Learning Mentor Team	11	3	
Invigilator	20	7	
Administration	9	0	

The first two posts are in the top two quartiles and are more heavily populated by women as you would expect from our gender profile. 63% of Heads of Subject are women and 56% of main scale teachers are women so if anything women are disproportionately progressing into curriculum leadership up to the Head of Subject level. This then changes to an equal gender split and middle and senior leadership level although the number of posts at this level are small. Teaching roles are generally higher paid than support roles and there is a higher proportion of women compared to men in support roles than there is in teaching roles.

Looking at support staff roles shows that invigilators and cleaners are the two lowest paid roles in the College and these are disproportionately (but not wholly) filled by women. Many of the pastoral and administrative roles are in the lower two quartiles and these are also much more heavily populated by women.

Comparison to other education settings and other sectors

A report published this month (June 2026) by Brightmine and legal firm Browne Jacobsen provides data on the current gap in education Trusts and other sectors. It is based on a sample of over 10,000 organisations (including all those that had to report their gender pay gap) reports a median gap in school trusts as being 6.4%, much lower than public education at 16.4% with over 62% of leadership positions being held by women. This has also been very changeable over recent years though, falling from 13.2%in 2022 to 3.3% in 2024 then rising to 6.4% in 2025. The gap is also much bigger in bigger Trusts (a median of 1.8% in the smallest Trusts and 15.9% in the largest).

The national mean gap across all sectors is much higher at 10.8% with the median gap being 8.3%. The analysis shows that 48.5% of organisations had reduced their mean gap over the last year. Public services have one of the biggest median gender pay gaps of 14%, an increase on last year, despite having structured pay bands.

The report talks about having clear pay progression policies, looking at your own data in detail, and offering senior roles with flexible working options as some key ways to reduce the gender pay gap. These are all things we are currently working on and discussing.

Next steps

This data will be further explored, alongside other demographic data and the recruitment statistics will continue to be explored to ensure that disproportionate numbers of any gender are not being appointed in any roles. Promotion statistics are

more difficult to analyse as sample sizes are so small and often there are only a small number of people who could be appointed to an internal role.

Participants on the College Aspiring Leaders scheme have always been majority women, this year 14 women and 3 men, so there is no lack of ambition internally. Consideration will be given to how to best support women in leadership roles to progress to the most senior roles in College.