

Gender Pay Gap Report

Due to a reduction in our headcount in FY20/21, we are not an employer required by law to carry out Gender Pay Gap Reporting under the Equalities Act 2010 (Gender Pay Gap Information) Regulations 2017 but are continuing to do so on a voluntary basis.

The data is based on all relevant full-pay employees as at 5th April 2026. (Data from our 2025 report has been retained in brackets for comparison).

The Act requires employers to publish six key metrics:

1. The difference in the mean pay of full-pay men and women, expressed as a percentage
2. The difference in the median pay of full-pay men and women, expressed as a percentage
3. The difference in mean bonus pay of men and women, expressed as a percentage
4. The difference in median bonus pay of men and women, expressed as a percentage
5. The proportion of men and women who received bonus pay
6. The proportion of full-pay men and women in each of the four quartile pay bands

Our 2026 data

Gender Make Up

In Services For Education, the gender make up of our staff is:



55% (52%) Women



45% (48%) Men

Gender Pay Gap

In Services For Education, the gender pay gap is:

Mean Pay Gap



-5.10% (-15.6%)

Median Pay Gap



-5.20% (-12.7%)

The mean and median pay gap information reflects the position that SFE employs more women than men in higher paid roles within the organisation.

Note: From 2022, we have reported our gender pay gap based on actual earnings (not FTE salaries) as these more accurately reflect the pay gap position given the high number of part time employees within the SFE workforce.

The distribution of the SFE workforce on 5 April 2026 (2025 comparison) was:

Full time 26.6% (25.9%)



Female 61.2% (56.6%)
Male 38.8% (43.4%)

Part time 73.4% (74.1%)



Female 53.0% (50.3%)
Male 47.0% (49.7%)

Bonus Pay

Services For Education does not pay bonuses to its staff.

Pay by Quartiles

In Services For Education the proportion of full-pay men and women in each of the four quartile pay bands is:

Lower Quartile



68.8% Female 31.2% Male
(53.2 % Female 46.8% Male)

Lower Middle Quartile Upper



36.2% Female 63.8% Male
(38.3% Female 61.7% Male)

Upper Middle Quartile



54.2% Female 45.8% Male
(59.6% Female 40.4% Male)

Upper Quartile



61.7% Female 38.3% Male
(58.7% Female 41.3% Male)

Understanding our pay structure

- As an employer we are committed to the principals of paying men and women equally for undertaking the same work.
- Our legacy pay systems stem from national teaching agreements and Birmingham City Council terms and conditions, the latter being subject to extensive Single Status reforms in the mid/late 2000s. Collectively, these have laid the foundation for there to be little or no pay gap on grounds of gender in the organisation, which TUPE'd out of BCC in 2012/13.
- Owing to the nature of the roles within the business, we have more female than male employees occupying roles throughout the organisation.
- SFE recognises the value of flexible working and many staff undertake work for SFE as part of a "portfolio career" which is reflected in the high proportion of part time staff. Whilst part-time working may show in pay data as lower earnings, the FTE salary rate for the relevant position is identical for both male and female staff.
- Our gender pay gap favours women as we have more women in senior roles than men at the present time.

How we are looking to tackle the Gender Pay Gap

In our efforts to continue to minimise and sustainably manage the gender pay gap between our male and female employees over the next 12 months, Services For Education will continue its commitment to fair, inclusive and transparent employment practices.

In particular, we will:

- **Continue to encourage flexible working**, including part-time, job share, term-time and portfolio arrangements, recognising the benefit this brings to both our male and female employees in balancing wellbeing, career development and responsibilities outside work.
- **Support women to remain in the workforce during and after menopause**, and continue to promote an open and supportive culture around health and wellbeing at work.
- **Support employees making use of family leave opportunities**, such as maternity, adoption, paternity, parental and shared parental leave, and those returning following caring-related breaks, to ensure they are fully supported to maximise their skills, experience and contribution on return to work.
- **Monitor pay and reward arrangements** to ensure that pay differences within our pay bands are appropriate, objectively justified and do not give rise to unintended inequality.
- **Strengthen our recruitment monitoring**, by reviewing gender balance at key stages of recruitment (application, shortlisting and appointment), particularly for specialist and senior roles, to help us understand where attraction or selection processes may unintentionally limit diversity.
- **Ensure lawful, proportionate positive action** is taken where one gender is under-represented in particular occupational groups, including targeted encouragement to apply, inclusive role design and clearer promotion of varied career pathways, in line with the Equality Act 2010.
- **Design roles with flexibility in mind from the point of recruitment**, reviewing whether vacancies can be offered on a flexible or reduced-hours basis to encourage applications from a wider range of candidates.
- **Review progression and development pathways** to ensure that part-time and portfolio staff have equitable access to development, progression and leadership opportunities, supporting a diverse and sustainable leadership pipeline.

- **Continue to review how we advertise vacancies**, including the language used in job descriptions and person specifications, to ensure criteria are proportionate, skills-focused and inclusive, and that roles are promoted in a way that attracts a diverse pool of applicants.

Services For Education remains committed to equality of opportunity in employment. Our aim is to recruit, retain and develop employees based on merit, competence and potential, while fostering an inclusive working environment where everyone can fulfil their potential.

Although we are not currently required to publish gender pay gap information under legislation, we choose to do so voluntarily as part of our commitment to transparency, fairness and inclusive workforce planning.

On behalf of Services For Education, I can confirm that the above figures are accurate and that the Senior Leadership Team is committed to the on-going reduction of our gender pay gap.

Sharon Bell
Chief Executive