

East Sussex College



Gender Pay Gap Annual Report

2023/2024



PROUD
POSITIVITY RESPECT OPPORTUNITY UNITY DIVERSITY

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EAST SUSSEX COLLEGE VALUES & BEHAVIOURS.



	STUDENT BEHAVIOURS	COLLEAGUE BEHAVIOURS
BRING POSITIVITY P	<p><i>I will...</i></p> <ul style="list-style-type: none"> • Support my classmates and create a friendly environment. • Share encouraging words and actions with my peers. • Be kind and offer to help anyone who needs it. 	<p><i>I will...</i></p> <ul style="list-style-type: none"> • Be approachable, friendly and professional. • Be optimistic, proactive and have a constructive mindset. • Support colleagues and initiatives to further college goals.
SHOW RESPECT R	<p><i>I will...</i></p> <ul style="list-style-type: none"> • Appreciate and value the ideas and opinions of others. • Treat college property and shared spaces with care. • Speak to others politely and consider their feelings. 	<p><i>I will...</i></p> <ul style="list-style-type: none"> • Treat people with understanding, kindness and fairness. • Act with empathy, consideration and appreciation. • Welcome feedback and actively listen to others.
SEEK OPPORTUNITY O	<p><i>I will...</i></p> <ul style="list-style-type: none"> • Join clubs and volunteer whenever I can. • Explore different careers and build my skills. • Treat mistakes and challenges as opportunities to learn and make improvements. 	<p><i>I will...</i></p> <ul style="list-style-type: none"> • Approach my personal development and career advancement with proactivity. • Focus on continuous improvement and delivering excellence in my role. • Approach mistakes and challenges as chances to learn and change.
ENCOURAGE UNITY U	<p><i>I will...</i></p> <ul style="list-style-type: none"> • Support my peers and work together to create a safe and inclusive environment where everyone feels valued and accepted. • Join college events to build a supportive community. • Celebrate the achievements of my peers. 	<p><i>I will...</i></p> <ul style="list-style-type: none"> • Connect, collaborate and work with colleagues to achieve common goals. • Promote a sense of belonging and solidarity within our college community. • Share my thoughts, opinions, skills and knowledge to benefit myself and others.
CELEBRATE DIVERSITY D	<p><i>I will...</i></p> <ul style="list-style-type: none"> • Value and appreciate the unique backgrounds and views of my peers. • Treat everyone with dignity and fairness. • Learn about different cultures and traditions to broaden my understanding. 	<p><i>I will...</i></p> <ul style="list-style-type: none"> • Treat everyone with dignity and appreciate everyone's uniqueness. • Challenge myself and others to ensure everyone contributes and feels included. • Maintain a zero-tolerance approach to discrimination, bullying and harassment.

We are PROUD. Our values are central to all we do and are embedded into our daily lives at college.





INTRODUCTION

As a specified public authority with over 250 employees, East Sussex College is required to report Gender Pay Gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The six calculations show the difference between the average earnings of men and women employed at the college.

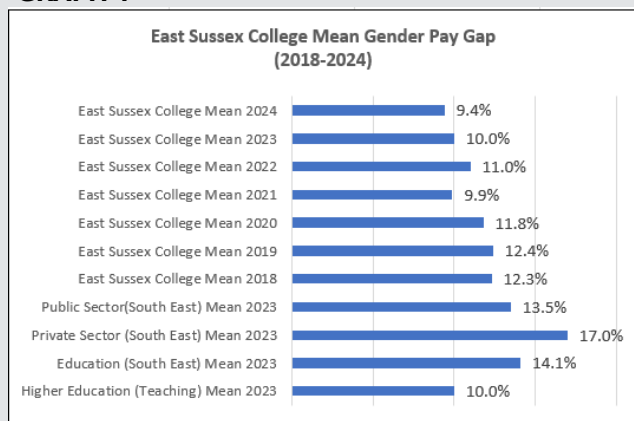
This report gives the college's figures for 2023/24 (as at March 2024) and provides comparison data and context.

GENDER PAY GAP DATA

TABLE 1 Gender Pay Gaps	2021-22		2022-23		2023-24		Gender Pay Gap Increase / Decrease on Previous Year
	Female	Male	Female	Male	Female	Male	
Mean hourly rates	£14.30	£16.05	£15.51	£17.26	£16.78	£18.52	▼ 0.6%
Mean gender pay gap	11.0%		10.0%		9.4%		
Median hourly rate	£13.57	£16.62	£14.72	£17.27	£16.33	£18.95	▼ 1.0%
Median gender pay gap	18.4%		14.8%		13.8%		

BENCHMARK DATA FROM OFFICE FOR NATIONAL STATISTICS, ANNUAL SURVEY OF HOURS & EARNINGS OCTOBER 2023 (ASHE)

GRAPH 1



GRAPH 2

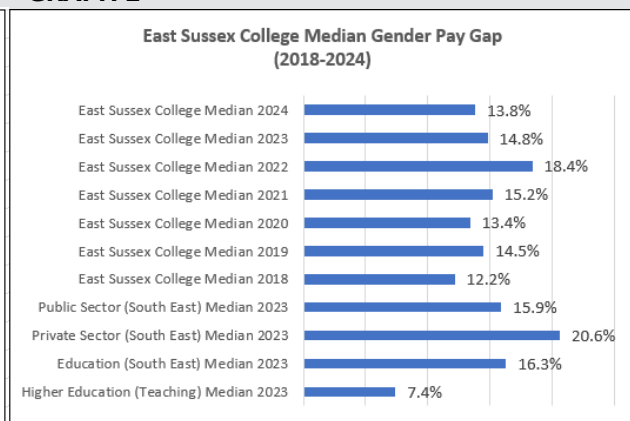


TABLE 2 Distribution	2021-22		2022-23		2023-24		Female Distribution Increase / Decrease on Previous Year
	Female	Male	Female	Male	Female	Male	
Upper Quartile	54.1%	45.9%	55.0%	45.0%	58.0%	42.0%	▲ 3.0%
Upper Middle Quartile	62.1%	37.9%	62.3%	37.7%	61.6%	38.4%	▼ 0.8%
Lower Middle Quartile	71.0%	29.0%	71.5%	28.5%	73.7%	26.3%	▲ 2.2%
Lower Quartile	72.9%	27.1%	73.5%	26.5%	72.4%	27.6%	▼ 1.1%

TABLE 3 Bonus Gender Pay Gaps	2021-22		2022-23		2023-24		Bonus Gender Pay Gap Increase / Decrease on Previous Year
	Female	Male	Female	Male	Female	Male	
Mean bonus amount	£864.08	£822.65	£905.86	£2,528.37	£660.94	£516.67	▼ 92.1%
Mean bonus gender pay gap	-5.0%		64.2%		-27.9%		
Median bonus amount	£1,000.00	£750.00	£550.00	£1,500.00	£500.00	£300.00	▼ 130.0%
Median bonus gender pay gap	-33.3%		63.3%		-66.7%		
Proportion receiving a bonus	0.40%	1.40%	0.60%	2.20%	1.06%	1.43%	▲ 0.5%

SUMMARY OF DATA

MEAN & MEDIAN GENDER PAY GAP

(See Table 1 and Graphs 1 & 2)

- Mean Gender Pay Gap has decreased by 0.6% since last year (Mean Gender Pay Gap is the average of the hourly pay of each gender as a percentage of mens' pay).
- Median Gender Pay Gap has decreased by 1% in the last year (Median Gender Pay Gap is the middle point hourly pay of each gender as a percentage of mens' pay).
- When comparing the college mean gender pay gap against gender pay gap averages for public sector, private sector, education and higher education (reported by ONS in October 2023) it is significantly lower than all comparator data.
- When comparing the college median gender pay gap against gender pay gap averages for public sector, private sector, education and higher education (reported by ONS in October 2023) it is significantly lower than public sector, private sector, education sectors but 6.4% above the higher education sector.

DISTRIBUTION

(See Table 2)

- The majority of the college's staff continues to be female which is in line with the FE Sector.
- The lower quartile and upper middle quartile have seen the percentage of female staff decrease, with upper quartile and lower middle quartiles seeing an increase
- The widest distribution gap has moved from being in the lower quartile to being in the lower middle, which is a positive trend to more even distribution of gender in the lower quartiles
- The aim is that the overall college female population of 66% is represented in each quartile. Positively the percentage of females in the lower quartile is decreasing and upper quartile is increasing towards 66%. However, the percentage of females in the lower middle is increasing further above 66% and upper middle is further decreasing below 66%

BONUS GENDER PAY GAP

(See Table 3)

- The Bonus Gender Pay Gap reporting parameters mean that the college has to include one-off payments which are not true 'bonuses'; this could include one-off over-utilisation or honorarium payments. This data is therefore not a fair reflection of a bonus pay gap.
- There are no current colleagues who receive performance related pay or any form of true bonus payment, however one historical performance related pay payment was made to a female in these calculations.
- When using the median, women receive 66.7% more bonus pay than men.
- When using the mean, women receive 27.9% more than men.
- This is contrary to the last report where men were paid more bonuses than women.
- Data shows that 9 women and 6 men received payments that classify as a bonus as per government calculations, which is 1.1% of women and 1.4% of men respectively.

CONTINUED ACTION TO FURTHER REDUCE THE GENDER PAY GAP

- Job evaluation for non-teaching colleagues took place in January 2024 and this, as well as new grading and pay bands, has ensured that vacancies are advertised and staff are paid appropriately for the role that they are carrying out and that there is consistency and equity.
- All staff benefitted from a 6.5% increase in September 2023 and those colleagues in the lower quartile (72.4% of which are female) also received an additional salary increase in April 2024 when the National Living Wage increased, which will have had a positive impact on the gender pay gap. A further National Living Wage increase is expected in April 2025, which is again expected to have a positive impact on the lower quartile and overall gender pay gap.
- The college recruitment process was reviewed in 2023/24:
 - The application form was amended and no longer requests information on current salary, as research showed that females are less likely to negotiate on their salaries or to ask for increases than males. This and the job evaluation ensures no bias or subjectivity in salaries being offered, as they are based on the worth of the job to the college and candidates' skills/experience/role.
 - The college continues to accommodate non-standard working patterns and more flexible working practices at all levels of the organisation, where this aligns with college requirements, eg part-time, hybrid working, job share, TTO, compressed days, non-standard or flexible working hours. This appeals to a wider proportion of the workforce and enables those with childcare or caring responsibilities (which still tends to be women) to consider opportunities in higher quartiles of the workforce.
- Individualised staff development has been integrated into MyReview (the college's appraisal programme) with targeted development to encourage internal progression opportunities for all staff, with continued focus on the development of those in lower quartile roles.