

## GENDER PAY GAP REPORT 2023

### September 2023

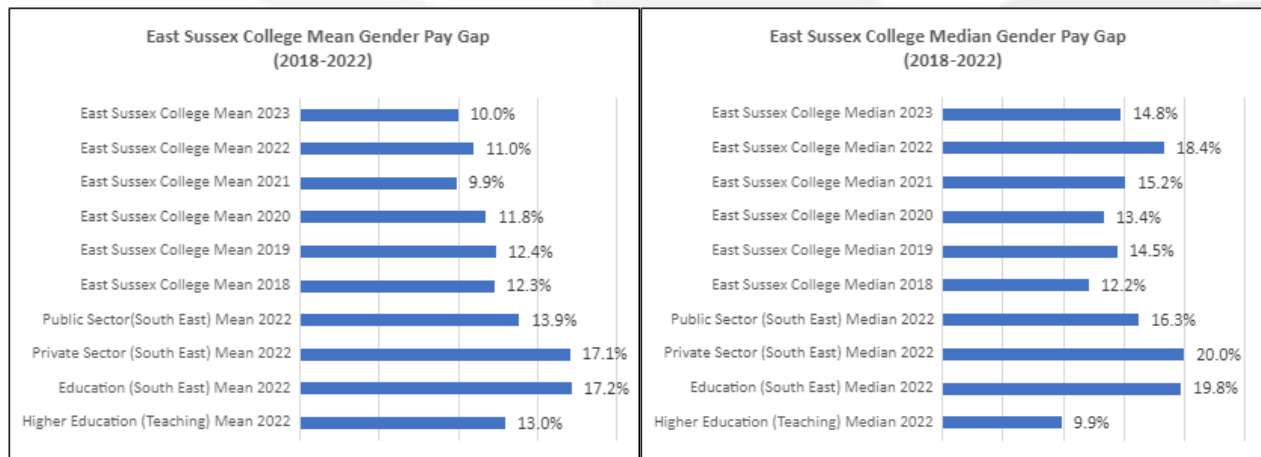
#### INTRODUCTION/BACKGROUND

As a specified public authority with over 250 employees, East Sussex College are 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 our figures for 2022/23 (as at March 2023), as well as providing comparison data and context.

#### GENDER PAY GAP DATA

(Table 1) Gender Pay Gaps	2021-22		2022-23		Gender Pay Gap Increase / Decrease on Previous Year
	Female	Male	Female	Male	
Mean hourly rates	£14.30	£16.05	£15.51	£17.26	▼ 1.0%
Mean gender pay gap	11.0%		10.0%		
Median hourly rate	£13.57	£16.62	£14.72	£17.27	▼ 3.6%
Median gender pay gap	18.4%		14.8%		



\*Benchmark data from Office for National Statistics, Annual Survey of Hours & Earnings October 2022 [ASHE]

(Table 2) Distribution	2021-22		2022-23		Female Distribution Increase / Decrease on Previous Year
	Female	Male	Female	Male	
Upper Quartile	54.1%	45.9%	55.0%	45.0%	▲ 0.9%
Upper Middle Quartile	62.1%	37.9%	62.3%	37.7%	▲ 0.2%
Lower Middle Quartile	71.0%	29.0%	71.5%	28.5%	▲ 0.5%
Lower Quartile	72.9%	27.1%	73.5%	26.5%	▲ 0.7%

(Table 3) Bonus Gender Pay Gaps	2021-22		2022-23		Bonus Gender Pay Gap Increase / Decrease on Previous Year
	Female	Male	Female	Male	
Mean bonus amount	£864.08	£822.65	£905.86	£2,528.37	▲ 69.2%
Mean bonus gender pay gap	-5.0%		64.2%		
Median bonus amount	£1,000.00	£750.00	£550.00	£1,500.00	▲ 96.6%
Median bonus gender pay gap	-33.3%		63.3%		
Proportion receiving a bonus	0.40%	1.40%	0.60%	2.20%	▲ 0.2%

## SUMMARY OF DATA:

### Mean & Median Gender Pay Gap

(See Table 1 and Graphs 1 & 2)

- Mean Gender Pay Gap is the average of the hourly pay of each gender as a percentage of men's pay.
- **Mean Gender Pay Gap has decreased by 1% since last year.**
- Median Gender Pay Gap is the middle point hourly pay of each gender as a percentage of men's pay.
- **Median Gender Pay Gap has decreased by 3.6% in the last year.**
- When comparing our current mean and median pay gaps against gender pay gap averages for public sector, private sector, education and higher education (reported by ONS in October 2022) mean is significantly lower than all comparison data and median is significantly lower than all apart from the Higher Education Sector which is 4.9% lower.

### Distribution

(See Table 2)

- The majority of our staff continue to be female which is in line with the FE Sector.
- **All quartiles have seen the percentage of female staff increase, with the widest gap being 47% in the lower quartile.**
- The aim is that there is an even distribution of gender in all quartiles, with overall college female population of 66% being represented in each quartile.

### Bonus Gender Pay Gap

(See Table 3)

- Both mean and median bonus gender pay gaps have increased.
- **On average, men are paid bonuses 64.2% more than women.**
- **When using the median, women receive 63.3% less bonus pay than men.**
- The Bonus Gender Pay Gap reporting parameters mean that the college has to include one-off honorarium awarded to staff for taking on additional roles (or one-off payments for other reasons not linked to performance) which are not true "bonus". Only 3 staff received performance related pay in this period, 2 men and 1 woman. This data is therefore not a fair reflection of a bonus pay gap, although it does show that there are almost double the occurrences of additional payments for men compared to women.

## CONTINUED POSITIVE ACTION TO FURTHER REDUCE THE GENDER PAY GAP:

- A substantial 4 stage job evaluation and pay review project is in train which will ensure that vacancies are advertised, and staff are paid, appropriately for the role that they are carrying out. Specific pay banding and grading will be in place maximising consistency and equity.
- The college recruitment process will be reviewed in 2023/24:
  - Research has shown that females are less likely to negotiate on their salaries or to ask for increases than males. Consideration will be given to amending the application form to remove current salary, which could encourage candidates to be offered a salary based on their skills/experience/role and not current salary (which could already be low in the case of women)
  - Consideration of how to attract more men into Lower and Lower Middle quartiles, which have the biggest distribution gap. Also continued encouragement of women into the Upper Middle and Upper quartiles, although these do have a more even distribution.
  - Continue to consider whether all roles can accommodate non-standard working patterns and more flexible working practices, eg part-time, hybrid working, job share, TTO, compressed days, non-standard or flexible working hours.
- Only one college role continues to attract an actual performance related bonus, and this will be reviewed in 2023/24. The process for honorariums and acting up allowances will also be reviewed.
- Staff benefits will be reviewed to ensure that they meet the needs of our diverse staff demographic and with the aim of providing opportunities for staff to maximise their income, eg sourcing employee discounts, giving staff options.
- Individualised staff development will be integrated into the MyReview (appraisal programme) with targeted development to encourage internal progression opportunities for all staff, with particular focus on the development of those in Lower quartile roles.