



# Gender Pay Gap Report 2024-25

## 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 calculations show the difference between the average earnings of men and women employed at the college.

This report gives the college's figures for 2024-25 (as at March 2025) and provides comparison data and context.

## GENDER PAY GAP DATA

Gender Pay Gaps	2023-24		2024-25		Gender Pay Gap increase/ decrease on previous year
	Female	Male	Female	Male	
Mean hourly rates	£16.78	£18.52	£17.32	£19.07	▼ 0.3%
Mean gender pay gap	9.4%		9.1%		
Median hourly rate	£16.33	£18.95	£16.34	£19.66	▲ 3.1%
Median gender pay gap	13.8%		16.9%		

Bonus Gender Pay Gaps	2023-24		2024-25		Bonus Gender Pay Gap increase/ decrease on previous year
	Female	Male	Female	Male	
Mean bonus amount	£660.94	£516.67	£2,500.00	£1,996.77	▲ 2.7%
Mean bonus gender pay gap	-27.9%		-25.2%		
Median bonus amount	£500.00	£300.00	£2,500.00	£2,500.00	▲ 66.7%
Median bonus gender pay gap	13.8%		16.9%		
Proportion receiving a bonus	1.06%	1.43%	0.13%	1.26%	▼ 0.9%

Distribution	2023-24		2024-25		Female Distribution Increase/Decrease on Previous Year
	Female	Male	Female	Male	
Upper quartile	58.0%	42.0%	58.8%	41.2%	▲ 0.8%
Upper middle quartile	61.6%	38.4%	59.6%	40.4%	▼ 1.9%
Lower middle quartile	73.7%	26.3%	73.3%	26.7%	▼ 0.4%
Lower quartile	72.4%	27.6%	72.7%	27.3%	▲ 0.2%

## SUMMARY OF DATA

- The mean gender pay gap has decreased again this year, from 9.4% to 9.1% (mean gender pay gap is the average of the hourly pay of each gender as a percentage of men's pay).
- The median gender pay gap has, however, increased from 13.8% to 16.9% in the same period (median gender pay gap is the middle point hourly pay of each gender as a percentage of men's pay).
- As an organisation with a majority female workforce (66%), the median pay for male colleagues (34%) may be more susceptible to changes with staff turnover.
- the mean pay gap remains below the national average of 13.1% (ONS April 2024).

## DISTRIBUTION

- The majority of the college's staff continues to be female, which is in line with the FE sector.
- Representation of women in the upper quartile has increased by 0.8% this year, continuing a long-term trend at the college.
- Representation of women in both the upper middle and lower middle quartiles has fallen by 1.9% and 0.4% respectively.
- Representation of women in the lower quartile has increased slightly by 0.2%.
- The college continues to aim for consistent gender representation of 66% across all quartiles.

## BONUS GENDER PAY GAP

- The bonus gender pay gap reporting parameters mean that the college includes one-off payments which are not true 'bonuses'; this could include one-off over-utilisation or honorarium payments. This data is therefore not a genuine reflection of a bonus pay gap.
- There are no current colleagues who receive performance related pay or any form of true bonus payment.
- The data for this year is based on 6 payments made throughout the year.
- The mean bonus pay gap shows a -25.2% differential (in favour of women).
- The median bonus pay gap shows a 0% difference between men and women.

## CONTINUED ACTION TO FURTHER REDUCE THE GENDER PAY GAP

- The college has embedded a job evaluation scheme for non-teaching colleagues; this came into effect in January 2024 and ensures that these roles are paid according to evaluated criteria.
- A new pay scheme for teaching staff has been consulted on and agreed and is due to come into effect in January 2026. This will have the effect of reducing the number of pay progression points and will introduce thresholds based on quality and qualification of teaching staff.
- The college now operates a 'blind shortlisting' system, whereby shortlisting managers are not made aware of any candidate's protected characteristics. The impact of this will continue to be monitored.
- The college continues to encourage and facilitate flexible working arrangements wherever possible, such as part-time, hybrid working, job share, term time only, compressed days, non-standard or flexible working hours. Whilst this is hopefully of benefit to all staff, it should continue to support those with childcare or caring responsibilities to consider and succeed in role in the upper quartile of the workforce.