



Gender Pay reporting

In common with most organisations, this is the first time that our gender pay gap has been analysed, and this report is therefore our baseline for improvement.

Eastbourne College's analysis of its gender pay gap found it is being driven by the following factors:

The workforce is made up of 282 individuals: 54% female and 46% male. This represents a great variety of roles in both teaching and support function. There are significantly more females than male in the lower half of the pay bands; 33% of females compared to 17% of males, a comparative number of females and males in the upper middle quartile, but more men than women in the upper quartile; 30% compared to 20%.

The mean gender pay gap is 26.5%. The analysis of our data confirms that the College pays men and women equally for doing equivalent work.

As a smaller organisation, small fluctuations in the workforce can have a significant impact on Eastbourne College's gender pay gap. Because of the higher proportion of women in the workforce in part-time lower-paid roles, if the College were to employ more men in the lower pay quartiles, while keeping the overall number of staff constant, this would reduce the gender pay gap.

Our gender pay gap exists largely because we have a greater number of women in the workforce in our lower level roles as these are predominantly part time and tend to attract more female applicants.

We have a good balance of men and women in the more senior roles: there are four women and five men on the senior management team, for example. We will continue to support and encourage women into middle manager levels of responsibility, whilst also looking at how we can continue to monitor the gender balance across our organisation. We are committed to reducing our gender pay gap.

In order to reduce the gap, the College is focusing on two priority areas for action:

1. Tackle the gender imbalance - As an equal opportunities employer, we firmly believe in appointing the best candidate for the role, regardless of their gender or other factors. However, we will explore how we can attract more men into our lower paid roles and more females into our higher paid roles, in order to create a more even gender balance at every level of the Charity.
2. Champion flexibility for all - Flexible working is an increasing part of our culture in the Charity. We will continue to actively encourage and advocate flexible working across our organisation, to enable our people to achieve their full potential while balancing the demands of their role with commitments outside of work.

The results for Eastbourne College are as follows:

the mean gender pay gap: 26.5%

the median gender pay gap: 39.8%
the mean gender bonus gap: 40.6%
the median gender bonus gap: 52.9%
the proportions of men and women who received a bonus: 53.6% and 50% respectively

The proportions of men and women in each pay quartile:

upper: 66.2% male, 33.8% female
upper middle: 52.9% male, 47.1% female
lower middle: 40.9% male, 59.1% female
lower: 25.7% male, 74.3% female

Declaration

The data for this first year of publication is based on the April 2017 payroll, and payroll data for the period 6th April 2016 to 5th April 2017.

I confirm that our data has been calculated according to the requirements of the Equalities Act 2010 (Gender Pay Gap Information) Regulations 2017.



Tom Lawson
Headmaster