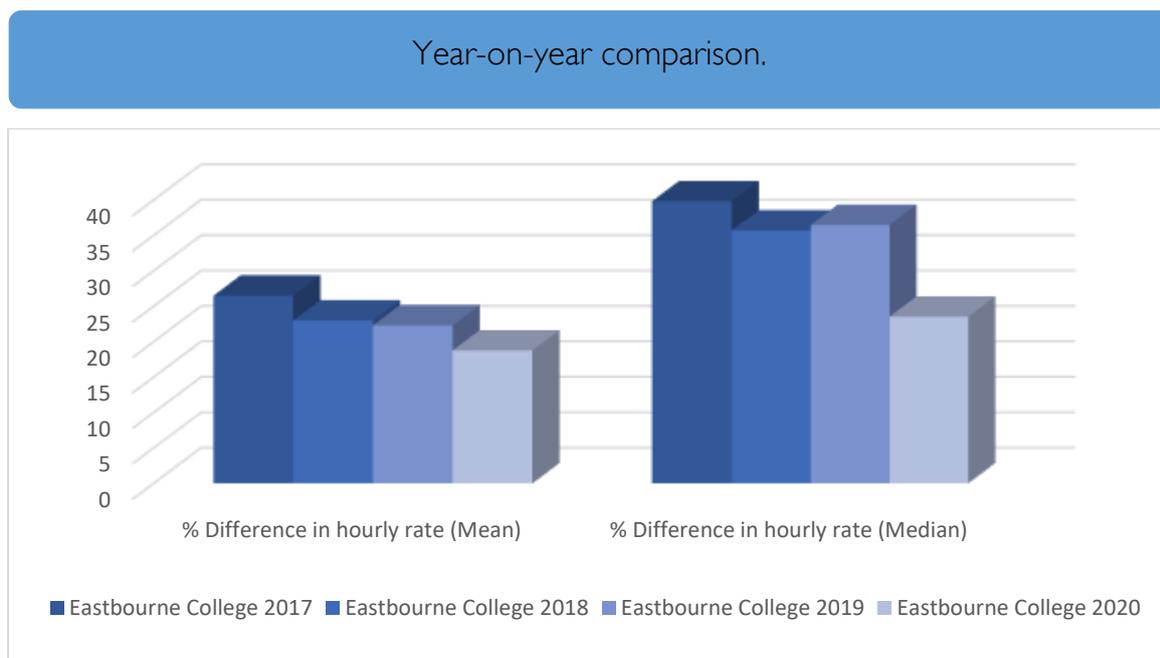


## Headlines

The overall **mean** pay gap for Eastbourne College this figure is 18.75% as at 5 April 2020. This compares to a mean pay gap of 22.31% in 2019.

The **median** pay gap is the difference between the midpoint hourly rate of pay of male employees and that of female employees, which is 23.52%, down from 36.48% in 2019.

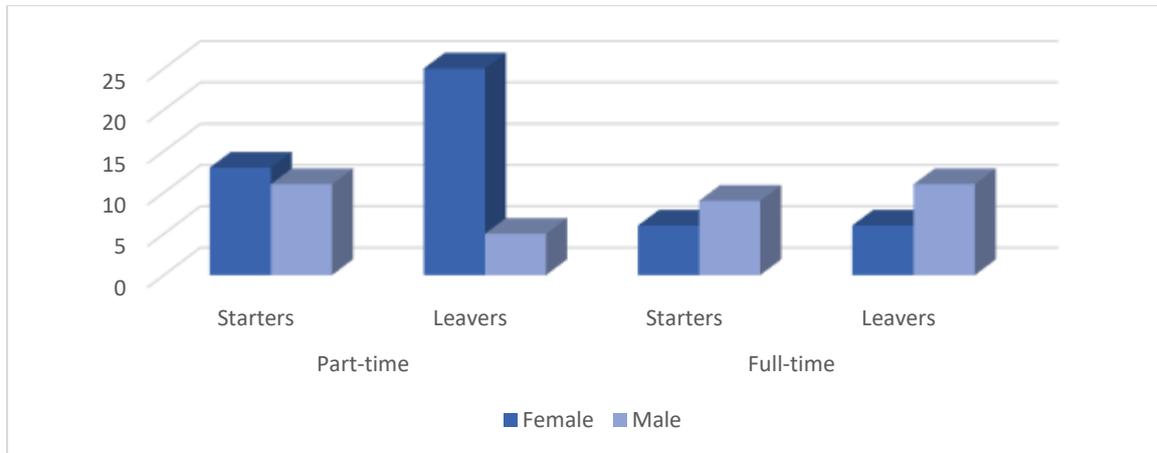


This year the Gender Pay Gap was calculated using Payroll software, which did not allow for term-time only working that had previously been factored into the calculations, but the results are comparable.

Both headline figures show a steady improvement in the Gender Pay Gap for Eastbourne College, The mean pay gap is reducing, primarily due to proportionately larger increases in the hourly rate of the lowest paid employees, regardless of gender, driven by the increasing National Minimum Wage. As the number of employees in the lowest percentage quartile are predominantly women, this has closed the Gender Pay Gap. As in previous years, the skewed distribution of staff throughout the College is mostly due to family caring duties, and societal attitudes about who should be responsible for them. The lower paid roles are mostly part-time. A key fact about part-time work is that it usually occurs more often in lower paid roles, than full-time roles, and women account for around three quarters of all part-time workers.

Additionally, of approximately 40 posts recruited to, over the 12-months of this reporting period, women were recruited to 50% of all full-time and part-time roles. All roles were recruited on the merit of their applicant, not their gender. In terms of part-time roles, women accounted for over 80% of leavers but only 50% of new starters. Recruiting more men into part-time roles is reflected in the decrease in the median percentage pay gap.

## Staffing Changes by Gender



The gender pay gap is the difference between female and male average earnings within a particular employer and should not be confused with Equal Pay that is the statutory right of men and women to be paid the same amount of pay for doing work of equal value to each other. Eastbourne College pays everyone, male and female, fair wages for their particular roles and there is no difference in the pay for men and women engaged in like work.

Eastbourne College will continue to monitor and review with a view to improve the Gender Pay Gap. This will include recruitment; promotion and training; performance review and appraisal processes; career progression for all, regardless of gender (or any other protected characteristic); and equitable and fair pay.

## The Future

The biggest impact from a business perspective of the COVID-19 outbreak is on the way we work. Changing how we work virtually overnight meant either slowing or even freezing activities such as career progression and recruitment while almost a quarter of UK jobs were placed on furlough under the government's job retention scheme.

Sourcing candidates for vacancies became more difficult. If a person has a full-time contract with their current employer, their willingness to change declined. People valued security over uncertainty during the crisis and were wary of relocation.

Women were already clustered in low-paying jobs. When the pandemic hit, women disproportionately carried the significantly increased burden of unpaid care and were 1.8 more likely than men to lose their job [according to the report: COVID-19 and gender equality: Countering the regressive effects, from McKinsey Global Institute]. With millions of people staying home, the demand for unpaid work – cooking, cleaning, and care – has surged. Women already did about three quarters of that work; in the pandemic, the breakdown will be even more lopsided and potentially widen the pay gap in the next reporting year although the extent of Covid-related effects specific to Eastbourne College are not presently predictable.

## Statement of accuracy

This report was reviewed by the Headmaster in March 2021.

Eastbourne College Incorporated certifies that the figures contained therein are true and accurate to our very best judgement and calculated according to statutory criteria and guidance.

Signed:  .....

Dated: 1 March 2021 .....

Tom Lawson  
Headmaster