

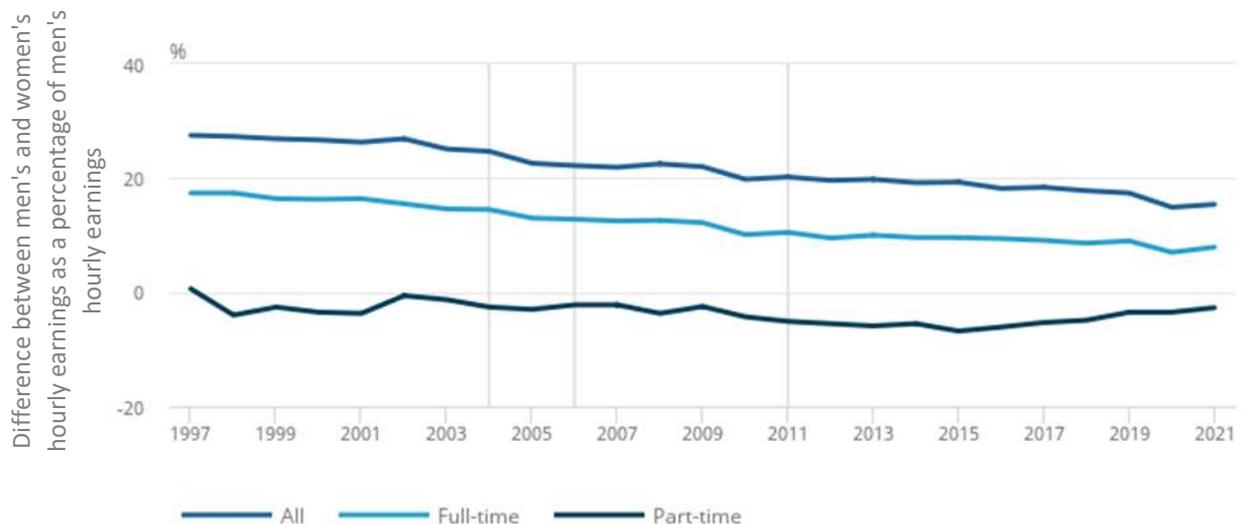
Headlines

The main points from the Office of National Statistics report on Gender pay gap in the UK in 2021 were as follows:

- Interpreting average earnings data is difficult at the moment as the data for 2020 was affected by both the coronavirus (COVID-19) pandemic, in terms of wages and hours worked in the economy, and also disruption to the collection of data from businesses; this means that comparisons with 2020 need to be treated with caution and we would encourage users to focus on the longer-term trends rather than year on year changes.
- Among full time employees the gender pay gap in April 2021 was 7.9%, continuing the downward trend; this was 7.0% in April 2020 and 9.0% in April 2019 and we recommend looking at the longer-term trend.

The gender pay gap has been declining slowly over time, falling approximately a quarter over the last decade

[Source: Office for National Statistics – Annual Survey of Hours and Earnings (ASHE)]



- There remains a large difference in gender pay gap between employees aged 40 years and over and those aged below 40 years.
- Compared with lower-paid employees, higher earners experience a much larger difference in hourly pay between the sexes.
- The managers, directors and senior officials occupation group has experienced the largest fall in gender pay gap since the pre-pandemic April 2019 figure, in particular for those aged 50 years and over; this group has previously been identified as having a notable impact on the pay gap.
- Statistics relate to the pay period that includes 21 April 2021, at which time approximately 3.7 million employees were on furlough under the Coronavirus Job Retention Scheme

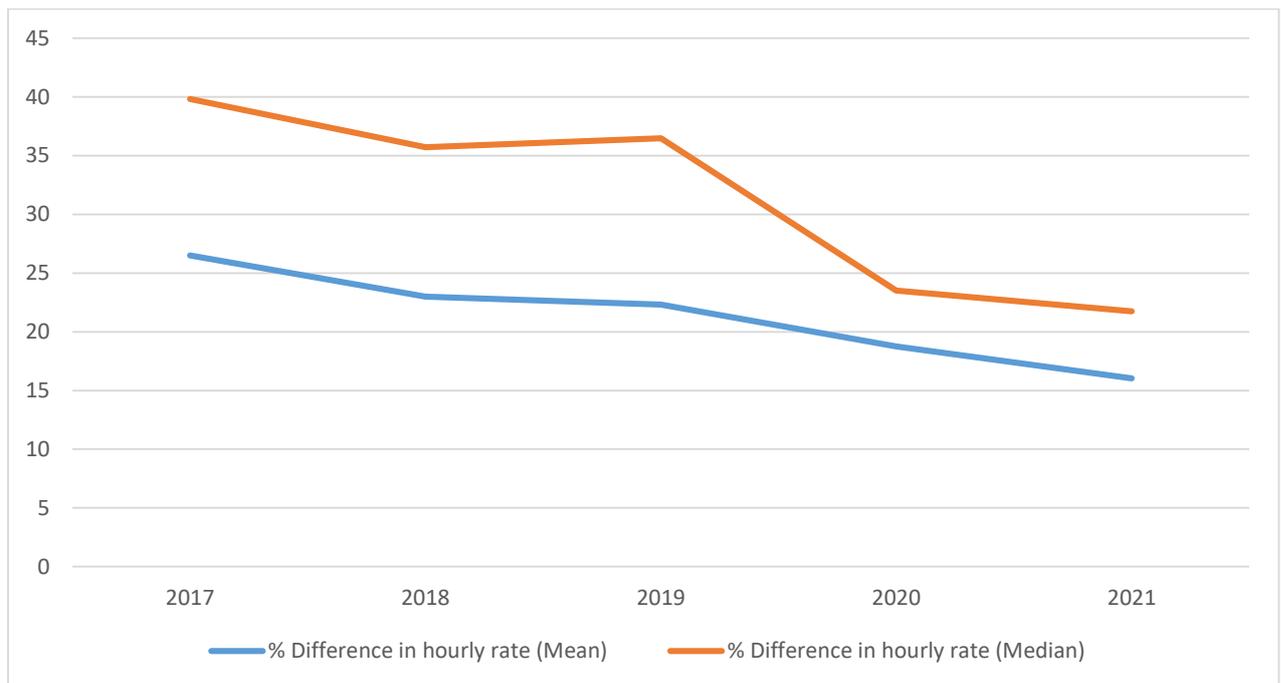
(CJRS), this is fewer than during the period covered by last year's release when approximately 8.8 million employees were furloughed.

- The estimates in this bulletin include furloughed employees and are based on actual payments made to the employee from company payrolls and the hours on which this pay was calculated, which in the case of furloughed employees are their usual hours.

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime). It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job.

The Gender pay gap for Eastbourne College continues its downwards trend and shows a drop of 2.71 % in the mean pay gap in 2021 despite the national trend showing a marginal increase due to economic disruption.

Eastbourne College year-on year comparison – gender pay gap



The gender pay gap is higher for all employees than it is for full-time employees or part-time employees. This is because women fill more part-time jobs, which in comparison with full-time jobs have lower hourly median pay.

Eastbourne College data for 2021 show the percentage of women in the lower pay quartile is reduced, whilst the percentage of women in the top pay quartile has increased.

Eastbourne College year on year comparison – pay quartiles

	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Women in top pay quartile
2017	74.3	59.2	47.2	33.8
2018	72.2	57.5	53.4	32.9
2019	73.7	61.0	54.6	39.0
2020	77.3	46.0	58.1	36.5
2021	64.7	62.7	52.2	37.3

The Mean pay gap for staff under the age of 40 years was 5.5 % compared to staff over the age of 40 years which was 18.8 %. (The Median pay gap was 18.5% under 40 years , compared to 29.5% over 40 years).

This reflects the National statistic from the ONS.

Statement of accuracy

This report was reviewed by the Headmaster in February 2022.

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:3 March 2022.....

Tom Lawson
Headmaster