

Gender Pay Gap 2023

Eastbourne College

National context

The main points from the Office of National Statistics report on Gender pay gap in the UK 2023 were as follows:

The gender pay gap has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full-time employees, and in April 2023 it stands at 7.7%.

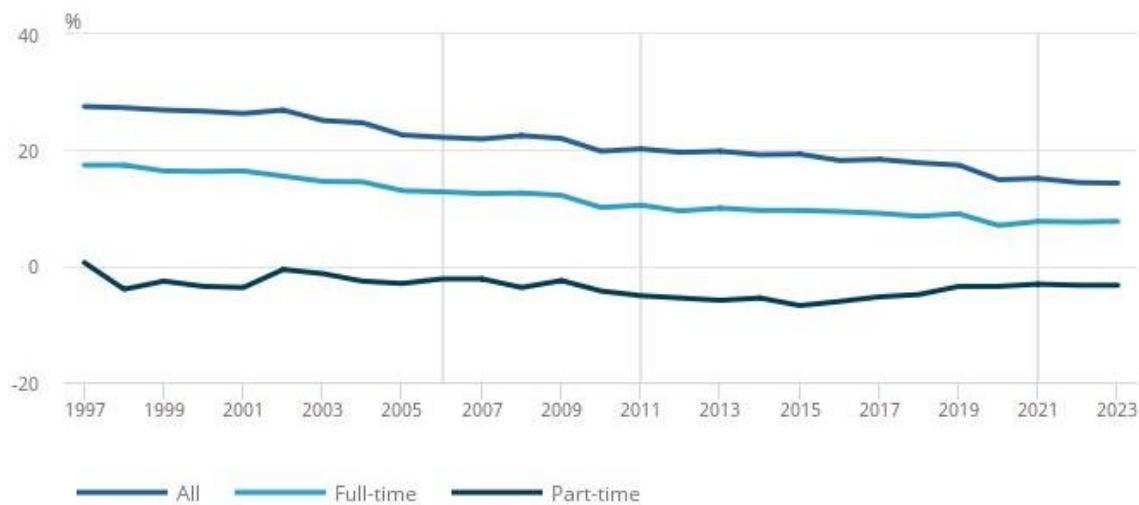
There remains a large difference in the gender pay gap between employees aged 40 years and over and those aged under 40 years.

Compared with lower-paid employees, the gender pay gap among higher earners is much larger, however this difference has decreased in recent years.

The gender pay gap has decreased across all major occupational groups between 2022 and 2023.

Figure 1: The gender pay gap has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full time employees and all employees

Gender pay gap for median gross hourly earnings (excluding overtime), UK, April 1997 to 2023



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

Eastbourne College

We employ approximately 340 people in diverse roles. Whilst around 100 of our employees are teachers, a large proportion work in roles such as cleaning and laundry. Our gender split is almost 50/50 and we continue to be committed to providing equal opportunities and to increasing the diversity of our staff.

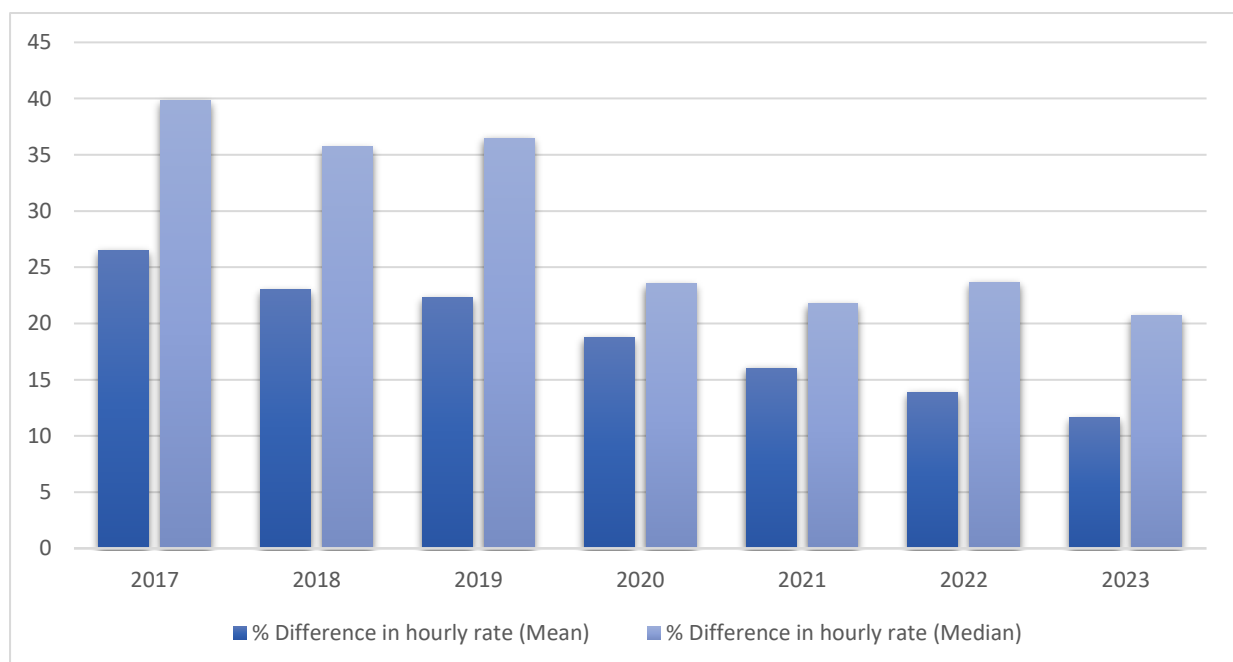
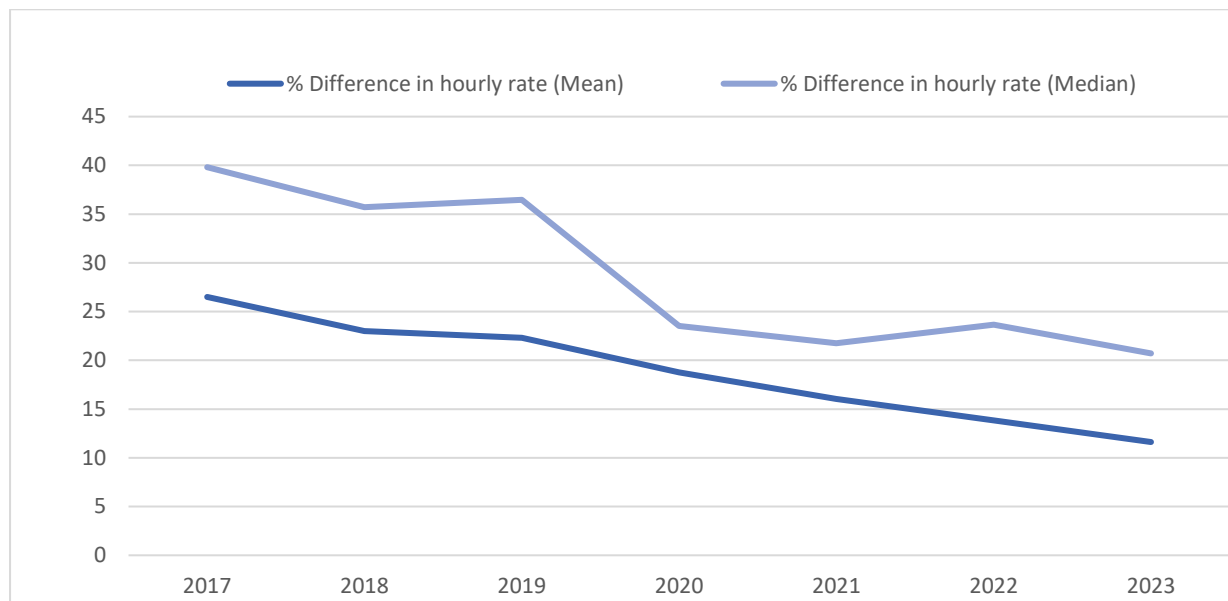
Pay data analysis

Mean and Median

The mean gender pay gap is the difference between women's mean hourly wage and men's mean hourly wage. The mean hourly wage is the average hourly wage across the entire organisation. We have continued to decrease our mean pay gap. Our 2023 data reflects a reduction of 2.23% down to 11.62%.

The median gender pay gap is the difference between women's median hourly wage (the middle-paid woman) and men's median hourly wage (the middle-paid man). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle. Our 2023 median pay gap decreased by 2.94% down to 20.71%.

Figure 2 & 3. The percentage difference in Eastbourne College hourly rate mean and median for 2017 to 2023



Pay quartiles

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

	Female lower %	Female lower middle %	Female upper middle %	Female upper %
2017	74.28	59.15	47.15	33.8
2018	72.2	57.5	53.4	32.9
2019	73.68	61	54.55	38.96
2020	77.33	45.95	58.11	36.49
2021	64.71	62.69	52.24	37.31
2022	68.75	54.69	54.69	38.46
2023	69.12	55.88	56.72	37.31

Our data highlights there has been a slight percentage increase to the lower quartiles this year. This reflects the fact we employ more females in lower-level roles, although our lower middle and upper middle quartiles show a more balanced split and more females within the upper middle quartile.

This is mainly due to more women continuing to be employed in part time support functions such as administration and cleaning, as well as part-time teaching roles mostly being undertaken by females. These roles provide greater opportunities for flexible and part time working to undertake caring responsibilities.

Action plan

Eastbourne College board of governors remain committed to increasing the diversity of our staff and have agreed the following:

- We will continue to use skills-based assessment tests in recruitment and standardise the tasks and scoring system to ensure all candidates are fairly assessed.
- Support staff by carefully considering all flexible working requests.
- Redact all equal opportunities information, including gender, from submitted job applications before passing to the shortlisting panel.
- Ensure female representation on all interview panels.
- Continue to support women in the workplace through wellbeing initiatives including the menopause policy and menopause support group.
- Continue to appoint women in senior management roles and to the board of governors to signal intent.

Statement of accuracy

This report was reviewed by the headmaster in February 2024.

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: 

20/02/24

Tom Lawson
Headmaster