

Appendix 1

Gender Pay Gap Reporting

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 set out the requirement for all public sector bodies with over 250 employees to publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average (mean) and mid-point (median) earnings of males and females, expressed relative to male earnings.

This is a different concept to that of equal pay. It is unlawful to pay people unequally, because they are a man or a woman, and at East Coast College men and women are paid equally at every grade. However, if one gender dominates higher pay graded roles then there will be a gender pay gap.

Chief Executive Officer, Stuart Rimmer said: *"Having a diverse workforce is a fundamental part of life at East Coast College – our staff are role models for future generations and regardless of their gender our students need to realise they can fulfil their potential. It is worth noting that in the last 6 months we have expanded the Senior Leadership Group at ECC which is currently formed of 2 males and 8 females. There are many underlying factors that are seen across our sector which exacerbate the issue of the gender pay gap within FE. Whilst we cannot alter the demographics of the staff available in certain areas, we are continuously, actively working to 'grow our own' workforce of the future. We can now review the 2017 Gender Pay data for Lowestoft College against the East Coast College 2018 Gender Pay data. It is rewarding to see the positive impact of both the alignment of pay scales for all staff and the positive recruitment and succession planning strategies we have adopted as part of our People Strategy. I am pleased to see that the gap has already decreased as a result of these initiatives. I am committed to continue to reduce the Gender Pay Gap at East Coast College."*

Findings

The figures below include all employees (both full and part-time and hourly paid) who were employed by **East Coast College** on the "snapshot date" of 31st March 2018. At the snapshot date there were 407 female employees and 214 male employees.

They include:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay

Measure 1: Mean (average) gender pay gap

This measure is the difference between the mean hourly rates of pay for male and female full pay relevant employees

Average gender pay gap as a mean average = **21.07% (1.33% decrease)**

Mean male hourly pay = **£14.82**

Mean female hourly pay = **£11.69**

Measure 2: Median (mid-point) gender pay gap

This is the difference between the median hourly rate of pay of male and female full-pay relevant employees

Average gender pay gap as a median average = **34.06% (3.24% decrease)**

Median male hourly pay = **£15.09**

Median female hourly pay = **£9.95**

Measure 3: Mean (average) bonus gap

This is the difference between the mean bonus paid to male relevant employees and that paid to female relevant employees

Average bonus gender pay gap as a mean average = 0% *no bonus gap to report

Measure 4: Median (mid-point) bonus gap

This is the difference between the median bonus paid to male relevant employees and that paid to female relevant employees

Average bonus gender pay gap as a median average = 0% *no bonus gap to report

Measure 5: Bonus proportions

The proportions of male and female relevant employees who were paid bonus pay during the relevant period

Proportion of males receiving a bonus payment = 0% *no bonus gap to report

Proportion of females receiving a bonus payment = 0%*no bonus gap to report

Measure 6: Quartile Pay Bands

The proportion of male and female full-pay relevant employees in the Lower, Lower Middle, Upper Middle, and Upper pay bands.

Gender pay reporting is not a review of equal pay for equal work, it instead compares hourly rates of pay and any bonuses staff may receive by gender, seeking to expose any imbalance.

| Quartile | Female | +/- 2017 | Male |
|---------------------------------------|--------|-------------|------|
| Upper Pay Quartile (75%-100%) | 42% | +9.1% | 58% |
| Upper Middle Pay Quartile (50% - 75%) | 65% | +3.8% | 35% |
| Lower Middle Pay Quartile (25% - 50%) | 75% | +3.1% | 25% |
| Lower Pay Quartile (0% - 25%) | 80% | -0.2% | 20% |

It is reassuring to see that the numbers of female staff in the upper quartile has increased significantly year on year. The work we have achieved since this report was produced will ensure that next year's figures move in the right direction in a much more significant way.

The College has carefully analysed the results, and some conclusions can be drawn about why the pay gap exists. The analysis and findings will allow the College to develop appropriate positive action interventions in order to close the gender pay gap in future years.

The pay scales for all staff have been agreed with the Unions at the point of merger. Our analysis shows that on average the pay scales for lecturers and senior support staff roles are at a higher rate than staff employed in our nurseries, catering and cleaning roles which are predominantly female dominated roles, this contributes to the gender pay gap.

Attracting more females to join as lecturers and in positions of seniority and improving career pathways for all staff is a key part of our People Strategy.

What has East Coast College done to address the Gender Pay Gap

- Encouraging more females to join in academic and senior support roles and utilising recruitment strategies and initiatives aimed at increasing representation of females and applicants from across all protected characteristics – this is already having a positive effect
- Flexible Working across The college is heavily utilised, and supported by senior staff in order to ensure that staff with caring responsibilities are supported and to encourage a good work life balance
- The College prioritises employee wellbeing, having signed up to the Thriving Workplaces charter, and has a wide range of services to provide wellbeing support to all staff

- Staff are actively encouraged to self-nominate for the emerging leaders programme regardless of their gender and on the current programme we have 10 females and 4 males
- Advertising senior roles with a preference stated for female candidates
- Increased the pay band for our Co-Educators who are predominantly female
- Extended its Senior Leadership Group which has created an 80-20% ratio between women and men

What East Coast College will also do to address the Gender Pay Gap

- Attracting more females to join in academic and senior support roles will remain a key priority over the coming years
- Improving career and development pathways to support females in developing from administrative positions to more senior or technical positions
- Continued promotion and fair application of family friendly policies
- Continued use of our emerging leaders programme to provide a stepping stone to senior positions for all employees
- We will continue to actively recruit both males and females at all levels and will seek to redress any imbalance at all levels.