

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 an integral part of life at East Coast College – our staff are role models for future generations, regardless of their gender we inspire our students to fulfil their potential. In an age of increasing gender fluidity, with a focus on the person rather than their gender, it is vital that those responsible for this report at government level move on from a historic position of male or female as we are in danger of overlooking those who are elsewhere on the gender spectrum. 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, our Senior Management team is 50% female, the tier of management below this is 70% female. We continue review the year on year progression since the formation of East Coast College in 2017. It is always pleasing 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. The moves we have made to increase the pay banding of some of lower paid more flexible workforce has also led to a significant decrease in the number of female workers in the lowest paid quartile. I am pleased to see that the gap continues to decrease as a result of these initiatives. I remain committed to drive the College to reduce any residual gender pay gap."*

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 2020. At the snapshot date there were 376 female employees and 227 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 = **11.20% (12.40% in 2020)**

Mean male hourly pay = **£15.62**

Mean female hourly pay = **£13.87**

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 = **22.15% (25.51% in 2020)**

Median male hourly pay = **£16.84**

Median female hourly pay = **£13.11**

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	2020		2019		2018	
	Female	Male	Female	Male	Female	Male
Upper Pay Quartile (75%-100%)	48.00%	52.00%	50.28%	49.72%	42%	58%
Upper Middle Pay Quartile (50% - 75%)	56.58%	43.42%	57.06%	42.94%	65%	35%
Lower Middle Pay Quartile (25% - 50%)	76.00%	24.00%	74.01%	25.99%	75%	25%
Lower Pay Quartile (0% - 25%)	68.87%	31.13%	64.97%	35.03%	80%	20%

Through the work already undertaken it is pleasing to see that the College Gender pay gap now sits well below the average UK gender pay gap across all employers published for 2020 which sits at 15.5%.

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.

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. We have considered the language used in our recruitment campaigns and also the location of our advertising to increase attraction rates to female candidates.

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
- Staff are actively encouraged to participate and self-nominate for the emerging leaders programme regardless of their gender and on the current programme we have 9 females and 5 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 70-30% ratio between women and men.

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

- The College has become a Real Living Wage employer in the 2021/22 year
- The College will continue to provide and improve flexible career pathways to support females in their continuous professional development
- Continued promotion and fair application of family friendly policies
- We will continue to actively recruit both males and females at all levels and will seek to redress any imbalance at all levels
- Working in conjunction with Working Families we will openly advertise our willingness to talk Flexible Working
- The College has introduced remote working options for staff for the coming academic year
- The College will further upskill our staff to challenge traditional gender stereotypes for our learners
- Our recruitment advertising will disrupt traditional norms for roles perceived as either traditionally male or female
- The College will work to increase male representation across our co-educator population and will actively seek to recruit more male staff in this area.