

## INTRODUCTION / BACKGROUND

The College is required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, whereby all employers of 250 or more employees have to publish their gender pay gap annually.

In February 2019 East Surrey College and John Ruskin College merged to form Orbital South Colleges, so data in this year's report reflects the increased and diverse workforce across both Colleges. We are an equal opportunities employer where diversity and inclusion are a fundamental part of our organisational values and culture. As such, the College is committed to the fair treatment, reward and recognition of all staff, irrespective of gender, and our staffing profile along with key HR processes are monitored in terms of diversity on a termly basis with reports provided to the College Corporation. The College uses pay scales and grades recommended by the Association of Colleges and has a grading framework in place based on relevant duties and level of responsibility for a role. The longer the period that staff have been at a grade along with their skills/qualifications/experience, the more we would expect them to earn, irrespective of their gender.

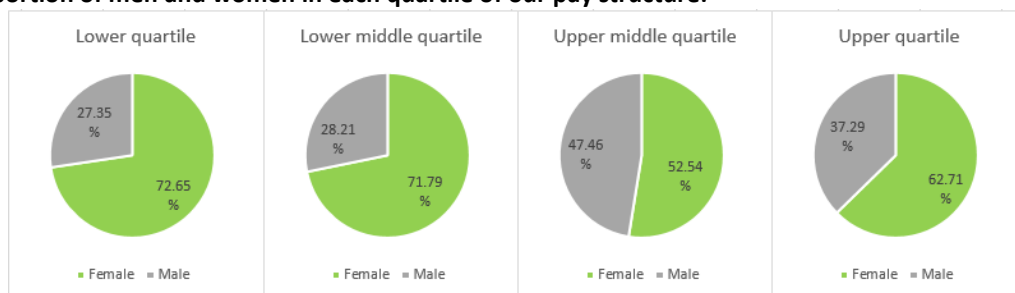
## FIGURES FOR EAST SURREY COLLEGE

### 1. Gender Pay Gap (Mean & Median Averages):

	Mean Average	Median Average
Orbital South Colleges	4.17%	17.56%
Education Sector*	17%	25.4%
South East*	18.8%	20.5%

\* Data from Office for National Statistics, Annual Survey of Hours & Earnings [ASHE], provisional data for 2019 published October 2019)

### 2. Proportion of men and women in each quartile of our pay structure:



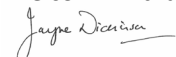
## ACTIVITY TO ADDRESS THE GAP

The majority of employees remain female (64.89%) which is in line with the sector (AoC College Workforce Survey 2018), although this has decreased by 1.61% since last year. The proportion of women in the lower and lower middle quartiles has decreased, with the most significant and positive change being a 7.14% reduction of females in the lower quartile. Females in the upper middle quartile have reduced very slightly by 0.65%, however in the upper quartile has increased (1%) indicating internal promotion of females. This is a pleasing picture indicating positive progress towards a more even distribution of genders throughout the organisation. The Mean gender pay gap has reduced significantly from 12.89% last year to 4.17% this year, which is likely due to the merger. This reduction mirrors the Education Sector and South East whose mean averages have also fallen. Our mean average gender pay gap has also decreased this year by 3.47%, despite this increasing in the Education Sector and South East as a whole.

We remain confident that our male and female employees are paid equally for doing equivalent jobs within the College and we continue to undertake activity to decrease our gender pay gap, including:-

- **Reward and recognition:** Last year we increased the hourly pay of our Learning Support Assistants (who would fall in to the lower quartile) with the aim of attracting a more even distribution of genders to the roles and data suggests that this initiative had the desired effect. In addition, our salaries remain competitive (with the College again awarding a cost of living increase to our staff during this period, including those on TUPE'd contracts, as well as increments), staff turnover remains low and we continue to pay above the minimum Living Wage. Salary benchmarking continues to be undertaken regularly with a view to remaining competitive and securing a more diverse workforce.
- **Continuous professional development and succession planning:** The opportunity for all staff to upskill and gain qualifications continues, with a focus on those in the lower quartiles encouraging career progression within the College. In addition, we continue to fund teaching qualifications enabling staff, on completion, to progress to full teaching roles.
- **Recruitment and retention:** There have been a significant number of internal promotions this year. Our recruitment and selection processes are transparent and remove risk of discrimination and the potential for unconscious bias by anonymising the application process. Consideration is always given to whether roles need to be Full-time or could be undertaken Part-time, as a job share (including Management roles), sessionally or term time only.

We confirm that the information and data provided is accurate and in line with mandatory requirements:-



Jayne Dickinson, Principal & CEO

Dated: April 2020

Mitzi Gibson, Director of HR & Professional Development