

## 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.

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

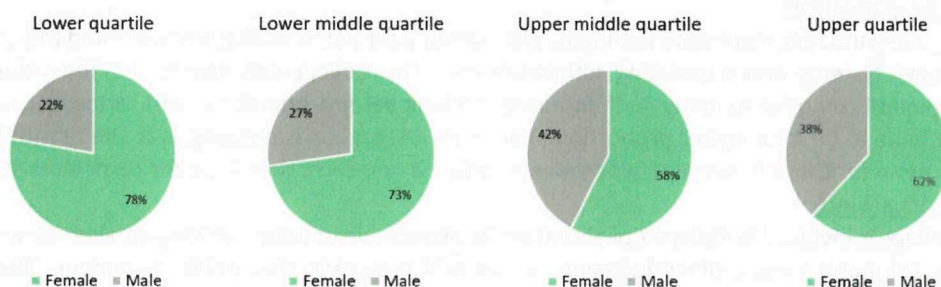
### 1. Gender Pay Gap (Mean & Median Averages):

|                        | Mean Average 2021 (%)* | Median Average 2021 (%)* | Mean Average 2020 (%)* | Median Average 2020 (%)* |
|------------------------|------------------------|--------------------------|------------------------|--------------------------|
| Orbital South Colleges | 6.55↓                  | 16.22↓                   | 7.64                   | 17.59                    |
| Public Sector          | 14.8↑                  | 18.00↑                   | 11.4                   | 11.2                     |
| Private Sector         | 17.8↑                  | 19.6↑                    | 14.3                   | 14.1                     |
| Education              | 17.6↑                  | 25.4↑                    | 17.1                   | 24.6                     |
| Higher Education       | 18.3↑                  | 16.2↑                    | 18.2                   | 9.9                      |

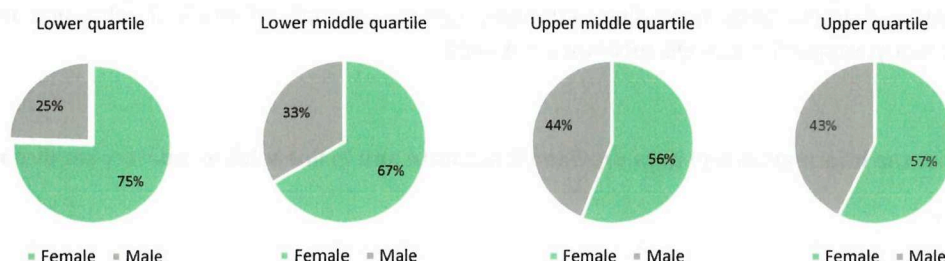
\* Data from Office for National Statistics, Annual Survey of Hours & Earnings [ASHE]

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

#### March 2020:



#### March 2021:



## INTERPRETATION OF THE FIGURES

The majority of employees remain female (66%) which continues to be in line with the sector, 69% female according to the AoC Workforce Survey 2019. Pleasingly the proportion of women in the lower and lower middle quartiles has continued to decrease year on year, with a 3% and 6% reduction respectively. Year on year we are seeing this pleasing picture indicating positive progress towards a more even distribution of genders throughout the organisation. We are seeing an increase in the number of males being recruited to lower and lower middle quartile roles, an increase in progression for females within the organisation and a high proportion of females at the more skilled and mid-managerial levels. The upper middle and upper quartiles have however also seen a decrease in females by 2% and 5%. We are seeing more males in the upper quartiles which is pleasing as we were keen to promote a more diverse senior management team.

We remain confident that our male and female employees are paid equally for doing equivalent jobs within the College. The Mean gender pay gap has reduced by over 1% between 2020 and 2021 from 7.64% last year to 6.55% this year. When looking at ONS data on gender pay gap averages for public sector, private sector, education and higher education they have all conversely seen an increase in their gender pay gap so we compare favourably.

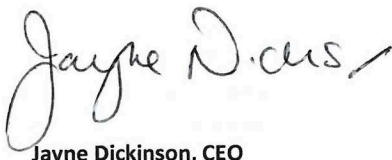
Our mean average gender pay gap has also decreased again this year by 1.37%, from 17.59% last year to 16.22% comparing favourably with all the educational sector averages. The gender pay gap occurs most prominently within the upper-middle quartile where those males who are being employed tend to be in managerial or senior Lecturer positions, often within hard to fill and male dominated areas (eg Construction, Engineering, Science) which are currently commanding higher salaries and market rates.

#### **ACTIVITY TO ADDRESS THE GAP**

We continue to undertake activity to decrease our gender pay gap and encourage a more even gender distribution throughout all levels of the organisation, including:-

- Reward and recognition:
  - 2 years ago we reassessed the pay of our Learning Support Assistants and increased this. Since this date we have continued to ensure that the pay of our Learning Support Assistants (who would fall in to the lower quartile) remains competitive with data clarifying that we are achieving the goal of attracting a more even distribution of genders to these roles.
  - The College has continued to pay over the AoC recommended cost of living recommendations which has also ensured our salaries remain competitive at all levels against other colleges, which again we believe is securing more gender diversity.
- Recruitment and retention:
  - There have been a significant number of internal promotions this year, many of which have been women moving into the upper middle quartile which is having a positive impact on the gender pay gap.
  - 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.
- Flexible working practice:
  - During the pandemic many staff within the College were forced to work from home and the College facilitated this with new systems and supporting infrastructure. The College has recognised the value that this working arrangement can offer to many staff, including working parents and those with caring responsibilities, which still do continue to be for a higher proportion of women. Discussion is ongoing as to the feasibility of hybrid working longer-term for those in support departments and on a non-term time basis for curriculum staff..
- Changemakers project:
  - The College is involved in College Collaboration Fund initiative entitled, “#Changemakers21 with two other College Group. This has a number of workstreams - one of which is Leadership and Management. The focus of the project is for under-represented groups within our workforce to be supported to aim for higher level roles, diversifying the workforce at more senior levels. The College has identified 9 members of staff with underrepresented protected characteristics (including, ethnicity, gender, sexual orientation) who are benefiting from this opportunity, supporting college succession planning.

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



Jayne Dickinson, CEO



Mitzi Gibson, Executive Director - HR & Professional Development

Dated: March 2022