



Gender Pay Gap Report (as at 5 April 2018)

Lancing College is required to submit a Gender Pay Gap Report and publish the results on its website and the government's online reporting web page by the 4th April 2019. The data snapshot date is as at 5th April 2018.

In accordance with the regulations, the data that must be published is as follows:

- Difference between the mean hourly rate of pay between male and female employees
- Difference between the median hourly rate of pay between male and female employees
- Proportions of male and female employees in each of four equal pay quartiles

There is also a requirement to report the differences between mean and median bonuses paid to male and female employees, however, as Lancing College does not pay bonuses, the requirement to report on bonuses is not applicable.

The results are as follows:

Mean Gender Pay Gap

| Mean Pay Gap | |
|--------------------------------|-------------|
| Mean Male Hourly Rate (£) | 19.65 |
| Mean Female Hourly Rate (£) | 15.85 |
| Mean Gender Pay Gap (%) | 19.3 |

Median Gender Pay Gap

| Median Pay Gap | |
|----------------------------------|-------------|
| Median Male (£) | 16.71 |
| Median Female (£) | 12.92 |
| Median Gender Pay Gap (%) | 22.7 |

Proportion of male and female employees in each of four equal pay quartiles

| Pay Quartiles | Male | | Female | | Total | |
|-----------------------|------------|------|------------|------|------------|--------|
| | Number | % | Number | % | Number | % |
| Upper Quartile | 62 | 62.0 | 38 | 38.0 | 100 | 100.00 |
| Upper Middle Quartile | 31 | 31.3 | 68 | 68.0 | 99 | 100.00 |
| Lower Middle Quartile | 34 | 34.0 | 66 | 66.0 | 100 | 100.00 |
| Lower Quartile | 37 | 37.4 | 62 | 62.0 | 99 | 100.00 |
| Total | 164 | | 234 | | 398 | |



Comments on figures:

- There has been a decrease in the gender pay gap of 2.2%.
- The number of employees captured in the gender pay gap figures increased by 9.3% overall from 2017.
- The number of men and the number of women on SMT is equal.
- Visiting music teachers were included in this year's figures but were not captured on the snapshot date last year. This accounts for the increase in men captured in the upper quartile compared to last year.

Some reasons why there is a Gender Pay Gap:-

- More women than men are employed in cleaning, catering and administration roles which offer greater flexibility in hours but traditionally attract lower hourly rates of pay. These roles enable a parent to work around childcare (more often than not females are predominantly the main childcare provider) both in term-time (due to hours worked in term time) and during the school holidays (many of these roles are term time only).
- Our male teachers are currently older on average than our women teachers (this demographic is likely to equalise over the coming years).
- There are a larger proportion of female employees in the three lower quartiles and a larger proportion of male employees in the upper quartile.

Steps the College has taken to improve the Gender Pay Gap:

- Recruitment adverts use gender neutral language as far as possible.
- Requests for flexible working are promoted and considered during the recruitment process and throughout the employment lifecycle.
- Skills based assessments are used as much as possible during the recruitment process.
- A variety of channels and non-traditional sources are considered and used for recruitment.
- A Diversity & Inclusion policy has been introduced.
- Specific shortlist criteria are used for all roles to grade/score candidates.
- The person specifications for vacancies are more detailed.
- Shared Parental Leave is promoted and offered to expectant parents.

How to continue to tackle the Gender Pay Gap:-

We will continue to focus on steps that can help to build a more diverse and inclusive culture and organisation, not just in the short-term, but also for the longer-term by:

- Monitoring and supporting personal development opportunities



- Supporting staff who wish to work more flexibly and offer part time working, compressed hours, home-working, etc. where appropriate
- Considering using *only* the standard application form when shortlisting (i.e. do not accept cv's or cover letters)
- Considering using blind applications i.e. hide age, gender and name of applicants
- Considering the diversity of interview panels
- Considering the practicality of job share arrangements for all roles across the College

Difference between Equal Pay and Gender Pay Gap:-

Equal pay gives a right to equal pay between women and men for the same or comparable work whereas Gender Pay Gap is the difference between the average earnings of men and women over a period of time, irrespective of their role or seniority. It therefore captures any pay differences between men and women on a broader level.

Although median and mean hourly pay excluding overtime provides useful comparisons of men's and women's earnings, they do not reveal differences in rates of pay for comparable jobs, and it is rates of pay for comparable jobs which are the focus of the equal pay legislation. Promoting equal opportunities is fundamental to the aims and ethos of Lancing College and the College is committed to equal treatment and equal pay and equality of terms in employment. It believes that male and female employees should receive equal pay where they are carrying out like work, work rated as equivalent or work of equal value. Whilst we do have a gender pay gap, we are confident that men and women are paid equally for doing equivalent jobs across the College.

Confirmed as a true and accurate report of the Gender Pay Gap.

Mark Milling CA

Bursar