



Gender Pay Gap Report (as at 5 April 2020)

For the fourth year, Lancing College is reporting its gender pay gap: the difference between the average gross hourly earnings of men and women expressed as a percentage of the average gross hourly earnings of men.

The College publishes the results on its website and the government's online reporting web page. The data snapshot date is as at 5th April 2020.

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

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- proportion of males and females in each pay quartile

The results are as follows for 2020:

Mean Gender Pay Gap

| Mean Pay Gap | |
|--------------------------------|--------------|
| Mean Male Hourly Rate | 26.07 |
| Mean Female Hourly Rate | 21.45 |
| Mean Gender Pay Gap (%) | 17.72 |

Median Gender Pay Gap

| Median Pay Gap | |
|----------------------------------|--------------|
| Median Male | 24.88 |
| Median Female | 21.10 |
| Median Gender Pay Gap (%) | 15.19 |

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

| Pay Quartiles | | | | | | |
|-----------------------|-----------|-------|------------|-------|------------|---------------|
| | Male | | Female | | Total | |
| | Number | % | Number | % | Number | % |
| Upper Quartile | 29 | 54.70 | 24 | 45.30 | 53 | 100.00 |
| Upper Middle Quartile | 24 | 45.30 | 29 | 54.70 | 53 | 100.00 |
| Lower Middle Quartile | 17 | 32.10 | 36 | 67.90 | 53 | 100.00 |
| Lower Quartile | 18 | 34.60 | 34 | 65.40 | 52 | 100.00 |
| Total | 88 | | 123 | | 211 | 400.00 |



Comments on figures:

Please note that due to the Coronavirus outbreak, the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) took the decision to suspend enforcement of the gender pay gap deadlines for year 2019/20. The decision means that the College did not publish their data therefore results for this year are compared to those published for 2018.

- When compared to 2018 the pay gap has reduced from 19.3% to 17.7% - a difference of 1.6%
- The pay gap based on median salary has also decreased since 2018 from 22.7% to 15.2% - a difference of 7.5%
- Male employees outnumber female employees in the upper quartile but the gap has decreased substantially since 2018 with a more even spread compared to two years ago
- Female employees outnumber male employees in the upper middle quartile and the gap has improved substantially from 2018 when males significantly outnumbered females
- When looked at together, there are equal numbers of men and women in the top two quartiles
- There are still more women than men in the bottom two quartiles and this attributed to the many cleaning and catering roles at the College which are predominantly held by women
- The number of employees captured in the gender pay gap figures decreased by 103% overall from 2018. This is mainly due to the number of employees who were furloughed as of the snapshot date. Furloughed employees must be excluded from some of the required gender pay gap calculations
- The College employs significantly more women than men
- The number of men and the number of women on the Senior Management Team is equal
- The Heads of our two prep schools are women
- The mean pay gap for SMT has improved from 18.5% in 2018 to 0.73% in 2020
- The mean gender pay gap has improved for teachers across all three Schools

Some reasons why there is a Gender Pay Gap:-

- Furloughing of staff - excluding furloughed workers from the gender pay gap calculations may result in a lower pay gap as low paid female workers are removed from the calculations
- This will likely have an adverse effect on next year's pay gap when furloughed employees are re-introduced into the calculations



- In 2017 and 2018, our male teachers were older on average than our women teachers. This demographic has now equalised
- There still remains more females than males in the lower two quartiles
- More women than men are employed in cleaning, catering and administration roles and this continues to be the case year on year. These types of roles offer greater flexibility in hours but traditionally attract lower hourly rates of pay. These roles enable more opportunity for 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)

The College has continued to focus on driving greater gender balance and has seen some successes but acknowledges there is still more to do. The upper quartiles have seen a much greater balance between men and women. It is recognised that our gender pay gap is partially driven by more women than men being employed within the lowest two quartiles. We are confident that continuing with our steps for improvement will bring about a meaningful and sustained change thereby reducing our gender pay gap further.

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 and Inclusion policy has been introduced
- Specific shortlist criteria are used for vacancies to grade/score candidates.
- The person specifications for vacancies are more detailed
- A range of support for working 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, homeworking, 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.

A handwritten signature in blue ink, appearing to read 'Mark Milling', is written over a light blue horizontal line.

Mark Milling CA

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