



## Gender Pay Gap Report (as of 5 April 2023)

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 the Government's online reporting web page and will also publish on the College website. The data snapshot date is as of 5<sup>th</sup> April 2023.

The date includes the College and both Prep Schools.

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 2023:

### Mean Gender Pay Gap

Mean Pay Gap	
Mean Male Hourly Rate	24.18
Mean Female Hourly Rate	19.98
<b>Mean Gender Pay Gap (%)</b>	<b>17.37</b>

### Median Gender Pay Gap

Median Pay Gap	
Median Male	20.73
Median Female	15.14
<b>Median Gender Pay Gap (%)</b>	<b>26.97</b>



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

Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	55	<b>51.89</b>	51	<b>48.11</b>	106	100.00
Upper Middle Quartile	33	<b>31.13</b>	73	<b>68.87</b>	106	100.00
Lower Middle Quartile	48	<b>45.28</b>	58	<b>54.72</b>	106	100.00
Lower Quartile	22	<b>20.56</b>	85	<b>79.44</b>	107	100.00
Total	158		267		425	

### Comments on figures:

- When compared to 2022 the mean gender pay gap has decreased from 22.54% to 17.37% a decrease of 5.17%.
- The pay gap based on median salary has increased since 2022 from 22.80% to 26.97% - an increase of 4.17%.
- The median pay gap reflects the difference between the midpoints in the ranges of hourly earnings of men and women. This can be skewed dramatically by factors including the far higher proportion of women being employed in the lowest quartile compared to men.
- Male employees slightly outnumber female employees in the upper quartile, the representation of females in the upper quartile increased significantly from 2022 by 9.72%.
- Female employees significantly outnumber male employees in the upper middle quartile. The percentage of women in the upper middle quartile has increased since 2022 from 61.90% to 68.87%; an increase of 6.97%.
- When looked at together the number of women in the top two quartiles significantly exceeds the number of men in the top two quartiles. There are 88 male employees and 124 female employees represented in these quartiles.
- There are still more women than men in the bottom two quartiles and this is attributed to the many cleaning and catering roles at the College which are predominantly part-time and/or held by women.
- 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 continue to be female.



Reasons why there is a Gender Pay Gap:-

- There are double the number of 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. Social pressures and norms often shape the types of occupations and career paths which men and women end up following.
- Cleaning, catering, and administration roles offer greater flexibility in hours but traditionally attract lower hourly rates of pay. These roles often offer an 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.
- When recruiting to these roles we can offer 'flexible working patterns' rather than stating specific requirements which can generate many more applicants than roles which have fixed working patterns. It's easier to recruit to roles with flexible working patterns available, which is often more possible for roles in the lower quartiles such as cleaners, domestic assistants, catering roles etc.

The College has continued to focus on driving greater gender balance and has seen some successes but acknowledges there is still more to do. 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/hybrid working are promoted and considered during the recruitment process and throughout the employment lifecycle, however to increase manager awareness of this process, further training will be provided
- 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 including social media platforms
- Specific shortlist criteria are used for vacancies to grade/score candidates
- A range of support for those with caring responsibilities.

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 including an increase in the use of apprenticeships for new and existing staff



- Supporting staff who wish to work more flexibly and offer part time working, compressed hours, annualised hours, term time only and homeworking, etc. where applicable
- Reviewing the existing application form and move to using blind applications i.e., hide age, gender, and name of applicants to reduce unconscious bias
- Considering the diversity of interview panels
- Introducing an Equality, Diversity & Inclusion policy for all staff
- Introducing E,D, & I impact assessments for all policies
- Considering memberships for Disability Confident, Veterans Association and becoming a menopause friendly employer. This list is not exhaustive but is an example.
- 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.