



Gender Pay Gap Report (as of 5 April 2025)

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 them on the College website. The data snapshot date is as of 5th April 2025.

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 2025:

Mean Gender Pay Gap

Mean Pay Gap	
Mean Male Hourly Rate	25.46
Mean Female Hourly Rate	21.22
Mean Gender Pay Gap (%)	16.65

Median Gender Pay Gap

Median Pay Gap	
Median Male	18.74
Median Female	16.81
Median Gender Pay Gap (%)	10.30



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

Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	48	44.03	61	55.96	109	100.00
Upper Middle Quartile	32	29.35	77	70.64	109	100.00
Lower Middle Quartile	35	32.11	74	67.89	109	100.00
Lower Quartile	30	27.77	78	72.22	108	100.00
Total	145		290		435	

Comments on figures:

- When compared to 2024 the mean gender pay gap has increased from 12.22% to 16.65% an increase of 4.43%. This is notable because the previous two years saw decreases of 5.2%, so 2025 represents an upward shift that breaks a positive trend. This suggests structural factors in the workforce mix have had a stronger impact this year than in the last two reporting cycles.
- The pay gap based on median salary has decreased since 2024 from 14.2% to 10.3% a decrease of 3.9%. This indicates that although the overall average difference widened (mean), the midpoint has moved closer, suggesting reduced disparity within the middle of the pay distribution.
- 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.
- Female employees outnumber male employees in the upper quartile. 2024 saw an increase of 6% of females in the highest paid quartile. Representation of females in the upper quartile increased again from 2024 by a further 1.8% continuing an upwards trend of representation of women at higher paid roles in the organisation. This provides evidence of continued progress in women reaching higher-paid positions, reinforcing the effectiveness of development and inclusion initiatives.
- Female employees significantly outnumber male employees in the upper middle quartile. The percentage of women in the upper middle quartile has slightly increased since 2024 by 3.67%.
- 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 80 male employees and 138 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 part-time roles which are predominantly still 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 fairly evenly split, demonstrating balanced representation at senior levels.
- The Heads of our three Prep schools are female.
- Our new Chair-Elect of the Governing Body is female.

Reasons why there is a Gender Pay Gap:-

- There are more than 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. Often 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. This structural feature of the workforce remains the largest contributing factor to the pay gap.
- 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 tangible 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.

The median vs mean story reveals an important nuance, the widening mean gap suggests changes in pay or workforce composition at the upper end (e.g., high-earning male roles increasing or a shift in the distribution of roles). The shrinking median gap shows improvement for the majority of employees, indicating fairer distribution across mid-range roles

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
- A range of support for those with caring responsibilities.

We can determine that increased flexibility and inclusion initiatives align closely with the upward trend in women's representation in upper quartiles, suggesting these efforts are yielding measurable results.

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 for which we have seen a greater take up in roles such as catering when previously there has not been.
- 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.
- 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.

In conclusion the data shows a complex picture, women are increasingly represented in higher-paid roles, and the median gap is narrowing, both signalling progress. However, the mean gap has increased, primarily due to the concentration of women in lower-paid, flexible roles and shifts at the higher end of pay distribution. The structural workforce makeup – particularly the large number of women in part-time or flexible lower-paid positions – remains the main driver of the gap.

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.