



## Gender Pay Gap Report (as at 5 April 2017)

Due to recent legislation, 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 4<sup>th</sup> April 2018. The data snapshot date is as at 5<sup>th</sup> April 2017.

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	21.22
Mean Female Hourly Rate	16.66
<b>Mean Gender Pay Gap (%)</b>	<b>21.49</b>

### Median Gender Pay Gap

Median Pay Gap	
Median Male	16.66
Median Female	12.75
<b>Median Gender Pay Gap (%)</b>	<b>23.47</b>

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

Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	56	<b>61.54</b>	35	<b>38.46</b>	91	100.00
Upper Middle Quartile	29	<b>31.87</b>	62	<b>68.13</b>	91	100.00
Lower Middle Quartile	34	<b>37.36</b>	57	<b>62.64</b>	91	100.00
Lower Quartile	31	<b>34.07</b>	60	<b>65.93</b>	91	100.00
Total	150		214		364	



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)
- Typically, more men are employed in jobs that involve working a higher number of hours and traditionally attract higher rates of pay
- Our male teachers are currently older on average than our women teachers (and this demographic is likely to equalise over the coming years).
- The duration of time out for maternity leave and family leave means women continue to experience a pay penalty.
- There are a larger proportion of female employees in the three lower quartiles and a larger proportion of male employees in the upper quartile (overall we have 74 more women than men employed at Lancing College)
- Lack of part-time and flexible work available in senior roles

How to tackle the Gender Pay Gap:-

We will focus on the steps we can take and implement 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

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 black ink, appearing to read 'Mark Milling CA', followed by a period.

Mark Milling CA

Bursar