

## Gender Pay Gap Report 2021

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 5<sup>th</sup> April 2021.

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 2021:

### Mean Gender Pay Gap

Mean Pay Gap	
Mean Male Hourly Rate	27.99
Mean Female Hourly Rate	21.82
<b>Mean Gender Pay Gap (%)</b>	<b>21.99</b>

### Median Gender Pay Gap

Median Pay Gap	
Median Male	26.65
Median Female	20.34
<b>Median Gender Pay Gap (%)</b>	<b>23.68</b>

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

Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	36	59.0	25	41.0	61	100.00
Upper Middle Quartile	24	38.7	38	61.3	62	100.00
Lower Middle Quartile	19	30.6	43	69.4	62	100.00
Lower Quartile	19	30.2	44	69.8	63	100.00
<b>Total</b>	<b>98</b>		<b>150</b>		<b>248</b>	

#### Comments on the figures:

- When compared to 2020 the pay gap has increased from 17.7% to 21.9% - an increase of 4.2%
- The pay gap based on median salary has also increased since 2020 from 15.2% to 23.7% - an increase of 8.5%.
- There are still far more women than men in the bottom two quartiles because 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. This is the main factor behind the pay gap.
- The number of employees captured in the gender pay gap figures increased from 211 in 2020 to 248 in 2021. This is due to the higher level of employees excluded due to furloughing in April 2020 (215 employees furloughed) than in April 2021 (182 employees furloughed). Excluding furloughed workers from the gender pay gap calculations of 2020 resulted in a lower pay gap than in 2019 as most of the female workers in the lower quartiles were furloughed and were thus removed from the calculations since the school's physical site was closed and teaching became remote. This has had an adverse effect on this year's pay gap when some previously furloughed employees were re-introduced into the calculations. This is the main factor behind the increase in the pay gap.
- Male employees outnumber female employees in the upper quartile and the percentage has increased slightly from 2020.
- Female employees outnumber male employees in the upper middle quartile and the gap has improved substantially from 2020.
- When looked at together, there are virtually equal numbers of men and women in the top two quartiles, with marginally more women.
- There are 6 men and 3 women on the Executive team and from September, this will be 5 men and 4 women.
- The number of men and the number of women on the wider Senior Management Team is equal and from September there will be more women than men.
- The Heads of the two prep schools are women. The Deputy Head of Lancing Prep at Worthing is a woman.
- The College's male teachers are on average older than female teachers and thus tend to be higher up the pay scale.
- The College employs significantly more women than men.

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 largely driven by more women than men being employed within the lowest two quartiles which can be associated with the existing societal norms around flexible childcare which will change as time moves on. The College is confident that continuing with its steps for improvement will bring about a meaningful and sustained change.

#### 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.


- We have in place a range of support for working parents.

#### 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 the Gender Pay Gap is the difference between the average earnings of men and women irrespective of their role or seniority and 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 and 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', with a stylized, cursive script.

Mark Milling CA

Bursar

