

Headlines

The main points from the Office of National Statistics report on Gender pay gap in the UK in 2022 were as follows:

Over the coronavirus (COVID-19) pandemic period, earnings estimates were affected by changes in composition of the workforce and the impact of the Coronavirus Job Retention Scheme (furlough) making interpretation difficult; also data collection disruption and lower response rates mean that, for 2020 and 2021, data were subject to more uncertainty and should be treated with caution; ONS encourage users to focus on long-term trends rather than year-on-year changes.

Among full-time employees the gender pay gap in April 2022 was 8.3%; this was 7.7% in April 2021 and 9.0% in April 2019 (pre-coronavirus (COVID-19) pandemic).

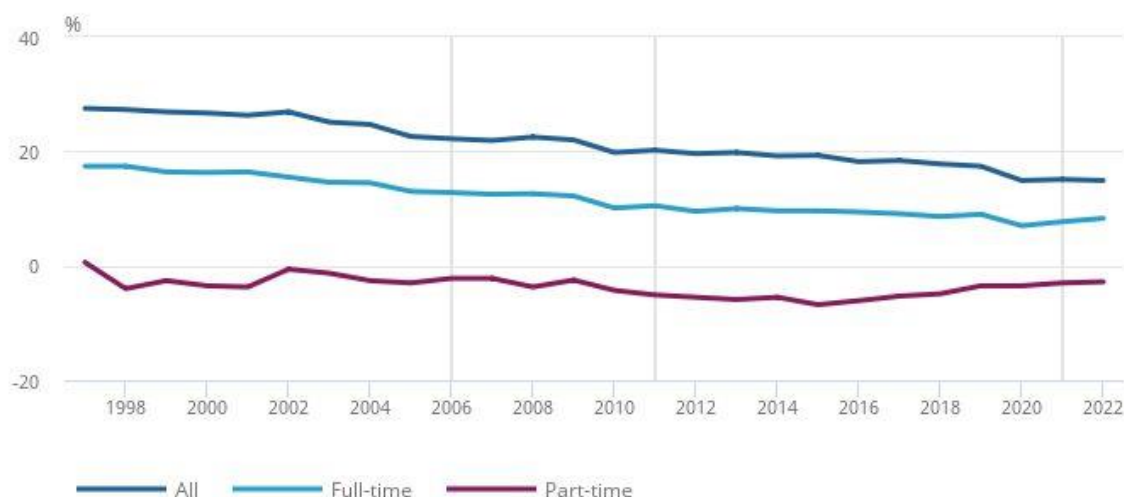
There remains a large difference in the gender pay gap between employees aged over 40 years and those aged below 40 years.

Compared with lower-paid employees, higher earners experience a much larger difference in hourly pay between the sexes.

The managers, directors and senior officials' occupation group has experienced the largest fall in gender pay gap since the pre-coronavirus pandemic April 2019 figure, especially for those aged 50 and over; this group has previously been identified as having a notable impact on the pay gap.

Figure 1: The gender pay gap has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full time employees and all employees

Gender pay gap for median gross hourly earnings (excluding overtime), UK, April 1997 to 2022



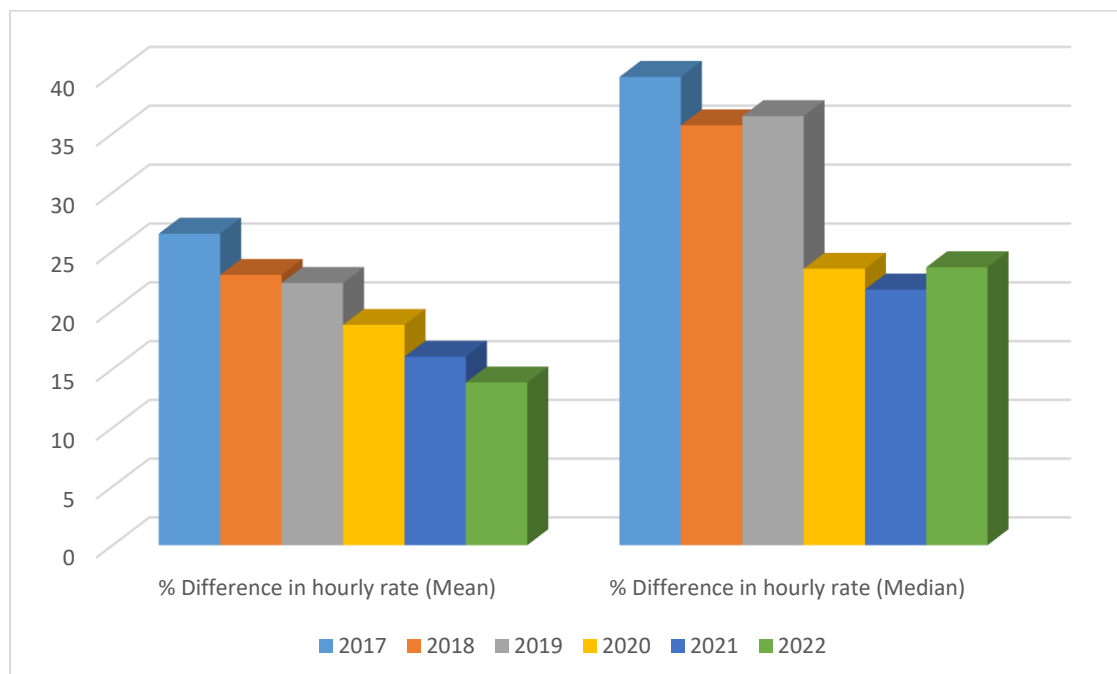
Source: Office for National Statistics – Annual Survey of Hours and Earnings (ASHE)

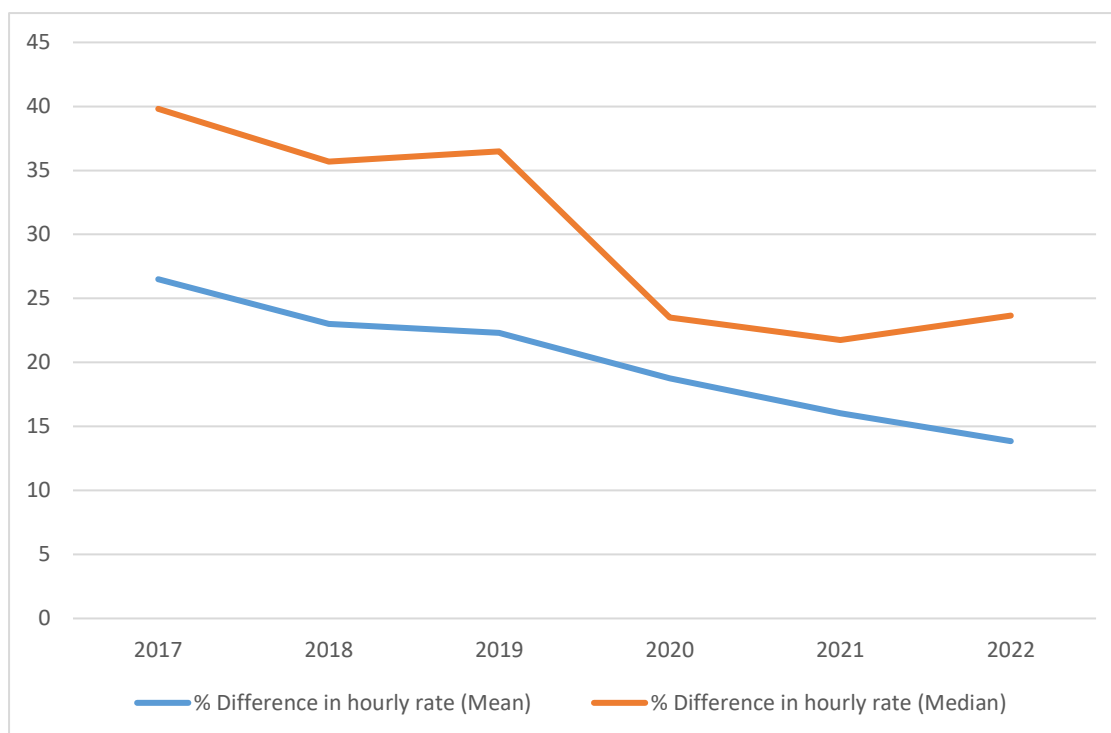
The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime). It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job.

Eastbourne College

We employ approximately 330 people in a diverse range of roles. Whilst around 100 of our employees are teachers, a large proportion of our team work in roles such as housekeeping and cleaning.

The Gender pay gap for Eastbourne College continues its downwards trend and shows a drop of 2.19 % in the mean pay gap in 2022, despite the national trend showing a marginal increase due to economic disruption. The median pay gap shows a slight increase but overall, a significant downward trend and as advised by ONS it is the longer-term trend which is our focus.





Eastbourne College data for 2022 shows a slight increase in the percentage of higher paid female employees but a far greater increase in the number of females within the lowest pay quartile. These lower paid roles offer far greater opportunities for part time and flexible working, which is attractive to women with caring responsibilities. As a result, the median hourly salary for women has reduced slightly compared to last year.

We are continuing to focus on increasing the diversity of our teaching staff, an action which is supported by our governors. Given the low rate of employee turnover amongst our teachers it will take some time to achieve any significant change. However, we are confident that our focus on increasing the number of women and other groups currently underrepresented within our teaching community will continue to have a gradual and sustained positive impact.

Eastbourne College year on year comparison – pay quartiles.

	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Women in top pay quartile
2017	74.3	59.2	47.2	33.8
2018	72.2	57.5	53.4	32.9
2019	73.7	61.0	54.6	39.0
2020	77.3	46.0	58.1	36.5
2021	64.7	62.7	52.2	37.3
2022	68.8	54.7	54.7	38.5

Statement of accuracy

This report was reviewed by the Headmaster in March 2023.

Eastbourne College Incorporated certifies that the figures contained therein are true and accurate to our very best judgement and calculated according to statutory criteria and guidance.

Signed: 

Dated:X March 2023.....

Tom Lawson
Headmaster