

INTRODUCTION / BACKGROUND

The College is required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, whereby all employers of 250 or more employees have to publish their gender pay gap annually.

East Surrey College:

We are an equal opportunities employer where diversity and inclusion are a fundamental part of our organisational values and culture. As such, the College is committed to the fair treatment, reward and recognition of all staff, irrespective of gender, and our staffing profile along with key HR processes are monitored in terms of diversity on a termly basis with reports provided to the College Corporation. The College uses pay scales and grades recommended by the Association of Colleges and has a grading framework in place based on relevant duties and level of responsibility for a role. The longer the period that staff have been at a grade along with their skills/qualifications/experience, the more we would expect them to earn, irrespective of their gender.

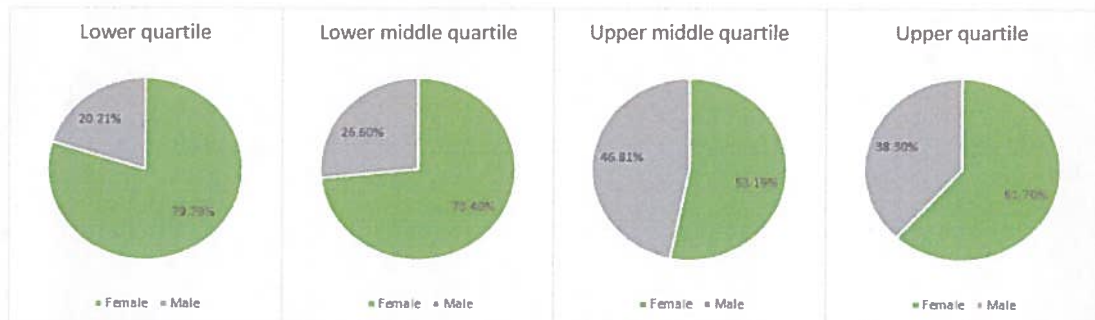
FIGURES FOR EAST SURREY COLLEGE

1. Gender Pay Gap (Mean & Median Averages):

	Mean Average	Median Average
East Surrey College	12.89%	21.03%
Education Sector*	26.4%	18.3%
South East*	20.2%	19.4%

* Data from Office for National Statistics, Annual Survey of Hours & Earnings [ASHE], May 17 published October 2017)

2. Proportion of men and women in each quartile of our pay structure:



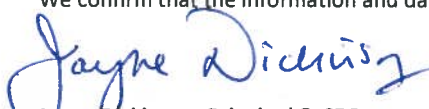
ACTIVITY TO ADDRESS THE GAP

The majority of employees remain female (66.5%), which is in line with the sector ([AoC College Workforce Survey 2017](#)). Since last year the proportion of women in the lower and upper middle quartiles has decreased, while in the lower middle and upper quartiles has increased. This indicates female progression and more even distribution of genders throughout the organisation, likely due to a significant number of internal promotions. We remain confident that our male and female employees are paid equally for doing equivalent jobs within the College and our mean gender pay gap compares favourably with the sector and the South East. We continue to undertake activity to decrease our gender pay gap and expect to see this further illustrated in our March 2019 figures (when activity has been ongoing for over a year), including:-

- **Reward and recognition:** The pay of our hourly paid Learning Support Assistants (who would fall in to the lower quartile) was increased by £1.50/hour, which we expect will continue to attract a more even distribution of genders to the roles. As will our commitment to a number of new established roles in this team. In addition, our salaries remain competitive (with the College awarding a cost of living increase to our staff during this period, as well as increments), staff turnover is low and we pay above the minimum Living Wage – proving attractive to new candidates. Salary benchmarking is undertaken regularly with a view to remaining competitive and securing a more diverse workforce.
- **Diploma in Education & Teaching/ Higher Apprentices:** Four staff (3 female/1 male) have recently completed their DET funded by the College and have been promoted in to full teaching roles. In terms of support staff, we have staff that are carrying out Higher Apprenticeships and again who we hope will at the end join us in permanent roles.
- **Continuous professional development and succession planning:** The opportunity for all staff to upskill and gain qualifications continues, with a focus on those in the lower quartiles encouraging career progression within the College.
- **Recruitment and retention:** Our recruitment and selection processes are transparent and remove risk of discrimination and the potential for unconscious bias by anonymising the application process. Consideration is always given to whether roles need to be Full-time or could be undertaken Part-time, as a job share (including Management roles), sessionally or term time only. Internal candidates are encouraged to apply.

STATEMENT

We confirm that the information and data provided is accurate and in line with mandatory requirements:-


Jayne Dickinson, Principal & CEO
Dated: September 2018


Mitzi Gibson, Director of HR & Professional Development