

Gender Pay Gap Report Submission March 2021
Data capture date - 31st March 2020

The Data:

Difference in Mean Hourly rate – 14.72%

Difference in Median hourly rate – 27.77%

Bonus

No bonus information to declare

Proportion of Male and Female employees per quartile pay band:

Lower Quartile	Lower Middle
Male – 24.68%	Male – 35.06%
Female – 75.32%	Female – 64.94%

Upper Middle	Upper
Male – 52.66%	Male – 46.15%
Female – 47.34%	Female – 53.85%

Statement to accompany the data.

The staff demographic at the College shows that as a full workforce we are employing significantly higher numbers of female staff to males. Within the lower quartiles we have a significantly higher number of female staff, these roles lend themselves to part time, term time contract.

Following thorough analysis of the data and a review of process, we developed an Action Plan in May 2019 to enable us to identify what changes we could make.

The action plan has been set as a 2019 – 2023 action plan and is supported by the College wide Quality Improvement Plan, the QIP is reviewed on a regular basis with formal reviews taken termly. The Action plan is updated in line with this and is attached.

The action plan has enabled us to identify that although we have a clear pay scale and a transparent recruitment and selection process we are still recruiting more females than males into the lower quartile roles. An independent review of our recruitment campaigns has taken place and this has led to us to apply to Investors in Diversity to enable a more detailed action plan to be developed.

Signed: Paul Cox, Chief Executive & Principal

Date: 3 March 2021

Noted by Board: 24 March 2021, minute B.12.21 I refers

Attached: College Action Plan – Appendix 1

Gender Pay Gap Action Plan 2020 to 2023

Appendix 1

Eastleigh College is committed to closing the gender pay gap in the organisation. Salary scales are in place for all roles and there is equal pay, all jobs are evaluated and salaries are determined using the same scale, the application point within the scale is determined by qualification and experience of the appointed individual and a clear and transparent process is in place to support this practice.

Whilst the organisation runs throughout the year, there are a range of term time only posts related to provision for 16-18 study programme learners that attract more female applicants. The calculation for the gender pay gap does not account for this flexible working adjustment, we have used annualised salary data over a 12 week period for the calculation including term time and zero hours staff.

We have developed the below action plan and have been working towards it to enable us to narrow the gap:

	Action	Historic position	Target by 2023	By whom	Comments – March 2020	Comments – March 2021
1	Improve the gender pay gap	March 2018 25% March 2019 26.49% March 2020 27.77%	50%	Board & SMT		
2	Attend on line seminars and delivered sessions regarding positive steps that can be taken to improve the College's GPGR	Effective Actions Advised: 1) Appoint a Diversity Manager or develop a task force 2) Monitor talent development plans 3) Structured Recruitment – is it consistent, Skills based assessments 4) Salary and negotiation of pay – is it a transparent and fair process?			1) In 2019 – 2020 we have reviewed the E&D Board and Group and intend to develop Inclusion groups to enable discussion and action relating to changes that can be made. 2) In October 2019 the decision was made to move all staff Development and Talent Development into HR securing a clear and transparent process is being adhered to across the College 3) The college adopted Competency Based recruitment and statistics relating to gender of applicant, interviewee and	Due to Covid 19 delays have taken place in some of the action completions. 1) E&D Board and E&D Working Group have been postponed, the IID action plan will enable us to reinstate the right process. 2) Phase 1 Completed, the process continues to be reviewed and updated 3) Statistics are collated where available and have

					<p>appointments are monitored and recorded</p> <p>4) All salaries are determined by a job evaluation process which determines a salary grade on the Harmonised pay scale used within the sector. The salary point within the scale is determined by experience and qualification only. The salary scales are being reviewed in March 2020 to reduce the salary variant within each grade.</p>	<p>not highlighted a concern, further data is being captured as part of the recruitment shortlisting process.</p> <p>4) The salary scale project was reviewed and has been delayed until either Summer 2021 or Winter 2022 (merger dependant)</p>
3	Develop Inclusion groups to enable discussion and action relating to changes that can be made	Identify whether unconscious gender bias is within the organisation and propose solutions.		CEO and HR	<p>A number of groups including staff and learners to be developed to support all protected characteristic groups. The gender specific group will discuss barriers to work, barriers to personal development and access to opportunity to enable the College to better understand what / if any barriers there are and plan how to remove / reduce them.</p> <p>Additional questions – review department structures, Patterns in teams / groups what adjustments could be made?</p> <p>What Language is being used across the organisation?</p> <p>What are peoples perceptions?</p>	<p>Delayed due to Covid, review via IID will enable us to plan this.</p> <p>See section: 6</p>
4	To move Staff, Talent Development into	It is anticipated that this appointment will enable the College to fully review			Appointment to be made in March 2020, with an anticipated improvement seen by April 2021.	HR internal recruitment took place, development is

	HR employing a specialist in this field.	its current practices in all areas of development and set a clear and transparent process for application to selection for development.				still required but processes are improved
5	Review the salary scales to reduce the salary point variant within each grade.				Proposal to maximise the number of salary points per grade to 6. Entry point is determined by experience and qualification, analysis required to determine if this criteria is being adopted in a transparent manner.	Delayed to align with full T&Cs review
6	Review quarterly applications and recruitment data to ensure any imbalance in applicants or appointees is identified and barriers eliminated.			SMT / HR	No anomalies have been identified, continue to monitor the recruitment process and applicant to appointee data. HR to closely monitor all recruitment activity to ensure a fair process is adopted, all staff involved in recruitment to complete Safer Recruitment Training and internal training on the process and decision making criteria to be used.	Reviews continue, no anomalies identified internally or via an external review. Job descriptions and recruitment procedures have been reviewed externally for unconscious bias. There were no actions identified from this review. However, the IID review will be deeper, an action plan will be developed and shared at Managers Conference 2021. It is anticipated that leads will be identified for each action / theme and this will form the basis for the E&D board / working group.

7	Evaluate potential to adopt generic flexible working practices across all roles	Flexible working currently available on request and where practicable. The college has a high percentage of staff in the lower quartile bands that are employed on Term Time contracts, this splits their salary for 38 weeks work over 52 weeks.		SMT/ HR / Board	Opportunity to review our IT infrastructure and digital skills of staff using JISC analysis tool to enable a Working From Home to be adopted and advertised as a benefit.	Full work from home and Home working procedure adopted across the college, to be signed off by Governors in March 2021
8	Examine staff progression data to identify trends and potential barriers	Data currently unavailable				First review to take place summer 2021
9	Examine turnover data to identify any gender imbalances and identify causes				This has been monitored but no imbalances have been identified. This practice will continue.	No imbalances identified
10	Identify support mechanisms for returners to the organisation after parental or maternity leave					Working group being established to understand what staff are wanting / expecting to enable us to match requirements.