



Gender Pay Gap Statement: 2023/24

Introduction

As of April 2017, public, private and voluntary sector organisations with 250 or more employees have to report on their gender pay gaps annually, using six different measures:

1. Mean gender pay gap: The difference between the mean hourly rate of pay of male full pay relevant employees and that of female full-pay relevant employees.
2. Median gender pay gap: The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
3. Mean bonus gap: The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
4. Median bonus gap: The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
5. Bonus proportions: The proportions of male and female relevant employees who were paid bonus pay during the relevant period.
6. Quartile pay bands: The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

The aim of gender pay gap reporting is to show how large the pay gap is between an organisation’s male and female employees, and the intention is to encourage employers to take action to reduce or eliminate their gender pay gaps in order to create fairer, more inclusive workplaces.

This statement contains Exmouth Community College’s statutory gender pay gap disclosure, using snapshot information from the 31 March 2023. It must be noted that the College does not pay bonuses to any staff, therefore any bonus gap information is not applicable.

Gender Gap Statutory Information

1. Mean gender pay gap: 24.8%
2. Median gender pay gap: 40.8%
3. Mean bonus gap: Not applicable
4. Median bonus gap: Not applicable
5. Bonus proportions: Not applicable
6. Quartile pay bands:

Quartile	Female Count	Male Count	Total Count	% Female	% Male
1. Upper quartile	36	33	71	53.5%	46.5%
2. Upper middle quartile	43	28	71	60.6%	39.4%
3. Lower middle quartile	58	12	70	82.9%	17.1%
4. Lower quartile	63	8	71	88.7%	11.3%

Results

The gender pay gap information reveals two positive percentage figures for the mean and median gender pay gap, which show that overall female employees have lower pay than male employees. It is encouraging to see that the College has reduced the gender pay gap over the last three years:

	31 March 2021	31 March 2022	31 March 2023
1. Mean Gender Pay Gap	28.87%	27.95%	24.81%
2. Median Gender Pay Gap	42.89%	41.91%	40.81%



Female employees make up a higher percentage of the workforce, reflected across all four quartiles. There is a considerably higher distribution of female to male employees within the lower middle quartile and lower quartile.

Exmouth Community College is committed to the principle of equal opportunities and equal treatment for all employees, regardless of a person's age, disability, gender re-assignment, marital or civil partnership status, pregnancy or maternity status, race including, colour, nationality, ethnic or national origin, religion or belief, sex and sexual orientation. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic), using the national statutory pay arrangements for teachers and national joint council pay arrangements for support staff.

Exmouth Community College is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, its gender pay gap is a result of the roles in which men and women work within the organisation and the salaries that these roles attract. Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles), while women are more likely than men to be in front-line roles that traditionally attract lower salaries. Exmouth Community College is very pleased to buck this trend as the College employs as many women as men in senior roles within the upper quartile. The College does however have more female employees working in the lower quartiles of the organisation. This pattern is reflected in the make-up of the College's workforce, with females exclusively undertaking Meal Time Assistant, Catering Assistant, Nursery Worker, and the large majority of Learning Mentor roles.

Comparison

It can be difficult to draw comparisons within the education sector as not all secondary schools, particularly local schools, have 250 employees and therefore do not have to publish this information. A range of education data is available via the Government website,¹ however this is often data from Multi Academy Trusts, which can be the combination of information from a number of secondary and primary schools and so is not directly comparable. The vast majority of schools have a gender pay gap. Nationally, the gender pay gap in 2023 was 14.3%².

Action

Exmouth Community College is in a fortunate position in that it does not need to increase female representation across the workforce, compared to national trends. Equally, after analysis the College is pleased that there is a minimal gender pay gap within the upper quartiles, which demonstrates that there is equality of opportunity in progression for both genders within this organisation.

Nevertheless, the College is committed to gender equality in the workplace, and reducing the gender pay gap is an important part of this journey. The College seeks to maximise opportunities and equal treatment for all employees, regardless of gender or any other characteristic, and so will continue to:

- Publish pay ranges within all job packs for transparency
- Encourage a wide range of diversity of applicants and use gender neutral language in order to appeal to both men and women
- Ensure all job roles are advertised to eliminate any potential for gender bias and provide opportunities for employees to progress
- Included the following statement within our adverts:
We welcome applications from individuals wishing to work on a part-time basis, subject to the College's need.
- Use name blind applications
- Gather equal opportunities monitoring information from recruitment campaigns, for analysis and review
- Support and invest in CPD for all staff
- Encourage the use of the flexible working policy, subject to the needs of the College

¹ Gov.uk, Search and Compare Gender Pay Gap Data

[Search and compare gender pay gap data - GOV.UK - GOV.UK \(gender-pay-gap.service.gov.uk\)](https://www.gov.uk/government/collections/search-and-compare-gender-pay-gap-data)

² Office for National Statistics, Gender Pay Gap in the UK: 2023, 1 November 2023

[Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peopleinwork/earningsandproductivity/genderpaygap/articles/genderpaygapintheuk/2023)



- Support parents on their return to work, for example we pay full pay for the first day of a general child unwell day, compared to many organisations where there is nil pay in such circumstances
- Raise young people's awareness of the different career opportunities available within sectors traditionally perceived as male or female through careers events across the College such as Apprenticeship mornings, one to one careers interviews and a Careers Fair