

## Gender Pay Gap Report March 2022

### Summary

It is a statutory requirement for employers with 250 or more employees to publish statutory calculations each year showing the pay gap between male and female employees. The data below has been prepared in accordance with the guidance provided on the Gov.uk website and in line with the Equality Act 2010. The figures are based on data as at 31 March 2022.

Each employer is required to report the mean and median gender pay gap and the distribution of males and females across pay quartiles for all staff.

It is important to note that the gender pay gap is not the same as equal pay. The College pays all employees on nationally negotiated pay scales for staff in Sixth Form Colleges with annual increments and an annual percentage cost of living pay rise. No bonuses were paid to our staff during the reporting period.

### Hourly Rate Calculation

	Male	Female	Percentage difference
Mean	22.22	20.26	8.8%
Median	25.49	22.02	13.61%

### Proportion of Male and Female Employees per Quartile

	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Male	30.2%	34.6%	34%	40.4%
Female	69.8%	65.4%	66%	59.6%

### Understanding the Gender Pay Gap figures for Esher Sixth Form College

We have used HMRC recommended calculations of hourly rates for all staff. However, this calculation does not account for staff who work term time only but are paid in 12 equal payments throughout the year, thus the rate calculated is not representative of their actual pay.

The gender pay gap results show that Esher Sixth Form College gender pay gap has widened. This is as a result of more female staff being on term time only contracts. Esher actively supports flexible working, and equality of opportunity.

For comparative purposes, the national gender pay gap is 14.9%, Esher Sixth Form College's is 8.8%. The gender profile of our staff shows that 65% of our staff are female.

### Supporting Statement

I can confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap data for Esher Sixth Form College.

A handwritten signature in black ink, appearing to read 'Dan Hards', written over a horizontal line.

Dan Hards, Principal

Date: 16 March 2023