



# GENDER PAY GAP REPORT



This report sets out EKC Group's Gender Pay Gap as well as additional data in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. All of this information is published annually. To see previous Gender Pay Gap reports from EKC Group, please visit:

<https://www.ekcgroup.ac.uk/group/about-us/public-information/reports/gender-pay-gap-report> .

## CONTENTS

- 3** Foreword
- 4** Understanding the Gender Pay Gap
- 5** Our Gender Pay Gap and How It Has Changed Since Last Year
- 6** Our Gender Pay Gap in Action

# FOREWORD

At the EKC Group, we are advocates for instilling and promoting a vibrant and inclusive culture where all colleagues can thrive and be afforded the fullest range of career enriching opportunities to fulfil their ambitions, and importantly to be truly themselves.

We recognise that it is only by embracing the diverse talents and abilities of all colleagues will we achieve the EKC Group's full potential as a place characterised by a strong sense of community united by innovation and collaboration as we purposefully seek to inspire and continually transform the educational outcomes and life chances of our students.

It is our utter commitment to close the Gender Pay Gap. We equally accept that progress towards this aim will take time. I am nevertheless pleased to confirm, as we recover from the COVID-19 pandemic and return to normality, that we will be accelerating the pace towards closing Gender Pay Gap differences.

Signs of this rate of progress are already evident in our Gender Pay Gap results for 2021/22. Particularly, we have made significant strides in reducing the mean hourly pay gap from 13.40% to 11.67%. The same is true of the median hourly pay gap, which has fallen by 2.43% to 19.67%. We are further delighted to report that the proportion of females in senior and executive level positions continues to grow year-on-year whereby over half of all leadership roles are held by female colleagues.

Our work is far from done and even greater attention must be paid to addressing a high density of female colleagues in our lowest pay quartiles. This will be achieved through concerted Gender Pay Gap action planning over the forthcoming period, and beyond, focusing on such important interventions as:

- Achieving Real Living Wage employer accreditation.
- Evolving apace middle and senior leadership development programmes for current and aspiring female leaders.
- Ensuring even greater focus on robust succession planning and the identification of female talent at all levels groupwide.
- Working with Trade Union partners and our People & Cultural Development Group to proactively address all issues that could improve Gender Pay Gap differences.

Thank you for taking the time to read this report. I hope it conveys to you how much our people mean to us and their importance in helping us achieve an outstanding education provision for the families and communities the EKC Group is proud to support and serve.

**Paul Simpson**  
**Director of HR**

# UNDERSTANDING THE GENDER PAY GAP

To understand the statistics published within this report, it is important for colleagues and stakeholders to know more about what the Gender Pay Gap is, and what it is not, and for there to be clarity on what the numbers mean. To ensure you get the most out of this report, we have set out this key information to help explain the reported numbers in more depth.

## What is the Gender Pay Gap?

Gender pay reporting legislation was introduced by the Government in 2017. It requires all employers with 250 or more employees to publish statutory calculations every year. This is to show how large the pay gap between male and female employees is.

There are typically six calculations which are required within the figures, and results must be published on both the organisation's website and the Government's online reporting service. The data relates to salaries paid to employees who are considered 'in scope' during the week including 31 March each year for public sector organisations, with 12 months to publish the data. This ensures a 'snapshot' of the data during the same period annually.

## How is the Gender Pay Gap calculated?

The Gender Pay Gap is a metric that measures the difference in average hourly pay across all men and women with an organisation. The report will also refer to the mean and median data. The mean is an arithmetic average of a set of numbers. So, in this case the mean calculation considers basic average hourly pay across all of an organisation's staff members.

The median is the number in the middle of a set of ordered numbers. In this report, the median calculation helps an organisation focus on those staff members in the middle of the pay ranges, thereby reducing the impact of the highest and lowest paid staff. Therefore, it gives a more representative Gender Pay Gap figure which is much more aligned to the majority of the staff population.

## The difference between gender pay and equal pay:

A Gender Pay Gap is the difference between average male and average female pay across our organisation, regardless of the nature of work. This means that our gender profile (the number of men or women in specific areas) across the organisation will be a significant driver of any gap. On the other hand, an Equal Pay Gap refers to an unlawful pay gap between male and female colleagues carrying out the same roles with the same experience and skills.

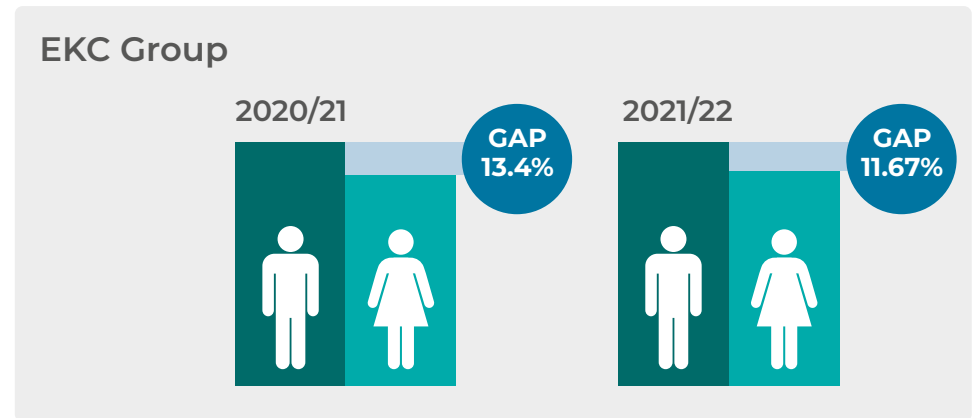
# OUR GENDER PAY GAP AND HOW IT HAS CHANGED SINCE LAST YEAR

EKC Group's Gender Pay Gap is expressed through two key metrics. These are our median hourly rate of pay and our mean hourly rate of pay.

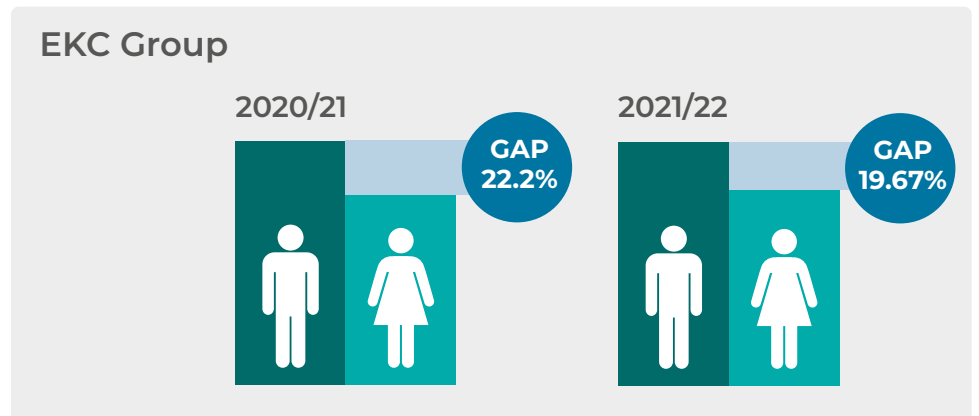
This year's figures show an encouraging reduction in both the median and mean calculations of 2.43% and 1.73% respectively. This shows that our overall Gender Pay Gap is reducing in comparison to last year's figures. We are confident these measures will continue to fall aided by the EKC Group's desire to be a Real Living Wage employer amongst other key commitments.

Greater focus is still needed to remedy the large proportion of female colleagues featuring in our lowest pay quartiles, which is higher than national benchmarks. This has been a recurrent issue of past Gender Pay Reports and progress has flatlined for too long. This is despite our successes in appointing more and more female colleagues to senior leadership roles year-on-year since 2017. We are confident that our positive action planning will have a transformative effect and will continue to be reflected in ongoing marked improvements at all levels.

## Mean Hourly Rate of Pay







## Median Hourly Rate of Pay



# OUR GENDER PAY GAP IN ACTION

The key commitments to close the Gender Pay Gap will be based on the following four pillars:

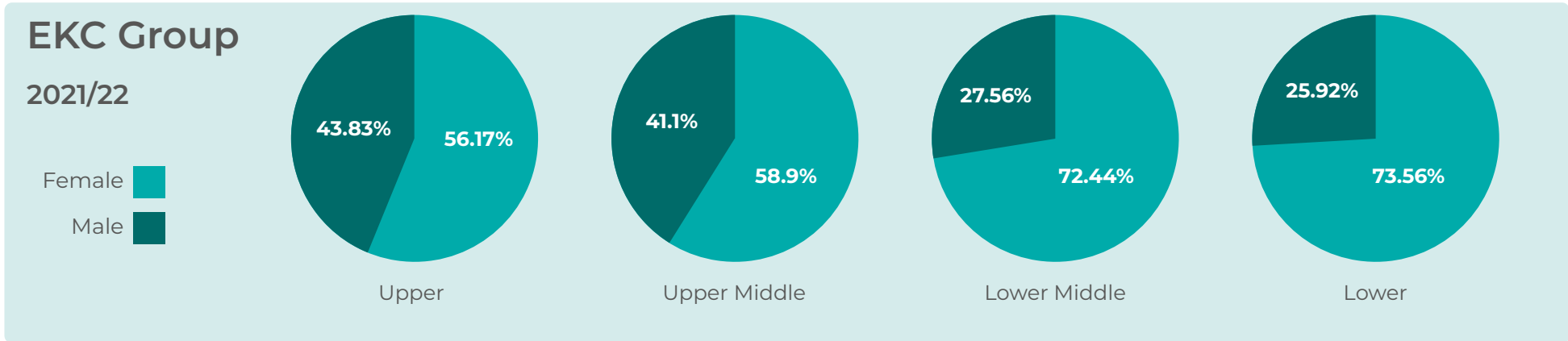
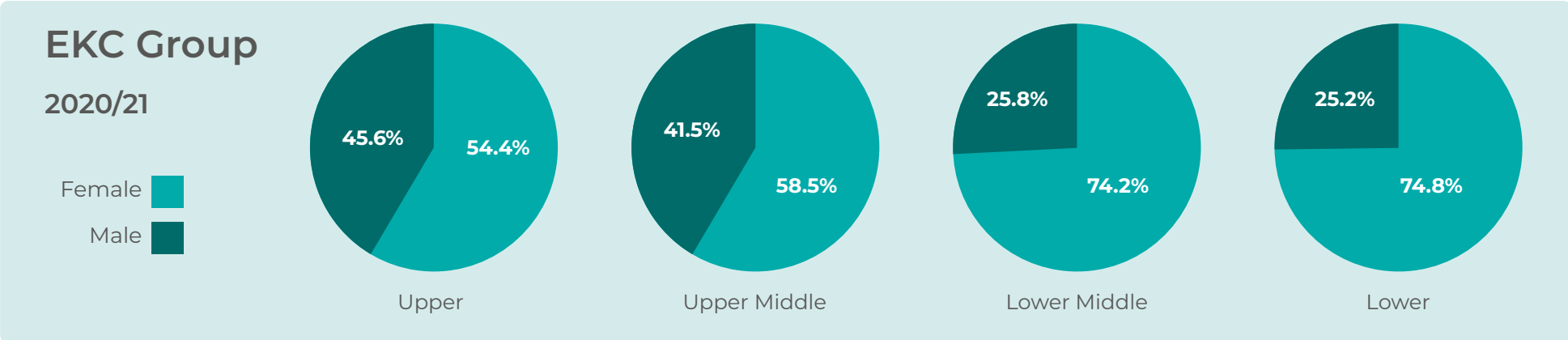
-  Staff development;
-  Career progression pathways;
-  Flexible working practice and environment;
-  Enhanced people intelligence.

Specifically, our aim is to:

- To continue to develop a strong and sustained pipeline of internal talent, including actively encouraging secondments and developmental opportunities for organic career growth.
- To continue to review our recruitment channels and methods, including pay and reward, to attract the very best and brightest applicants and to harness diverse and previously untapped labour markets as a norm.
- To continue to positively encourage flexible and hybrid working requests and to keep abreast of leading and forward-thinking trends as the UK recovers post-pandemic.
- To continue to develop the broadest range of developmental opportunities at all levels and especially with a laser sharp focus towards colleagues who are paid the least.
- To continue to be data and information led and to work with our Trade Union partners and People & Cultural Development Group to review the impact and success of Gender Pay Gap interventions regularly throughout the year.



# Proportion of males and females in each pay quartile





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