

Gender Pay Gap Report

2024-2025



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>

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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.

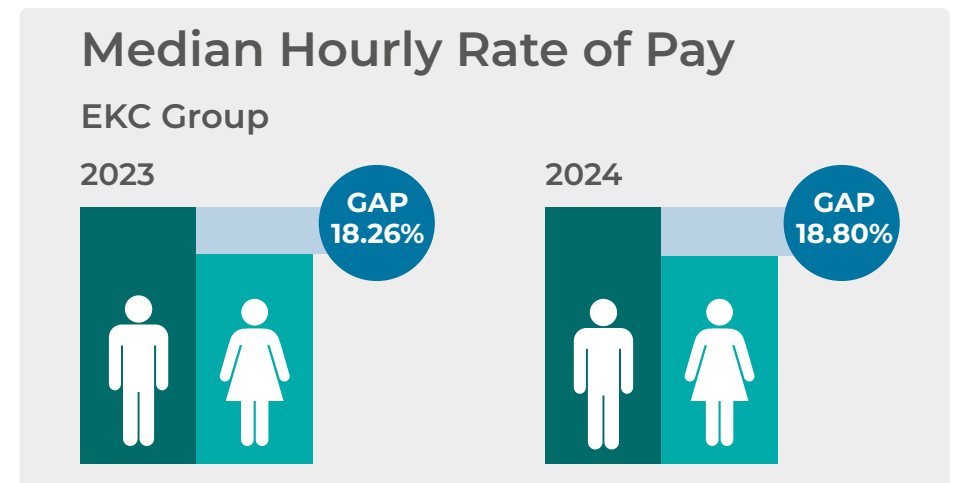
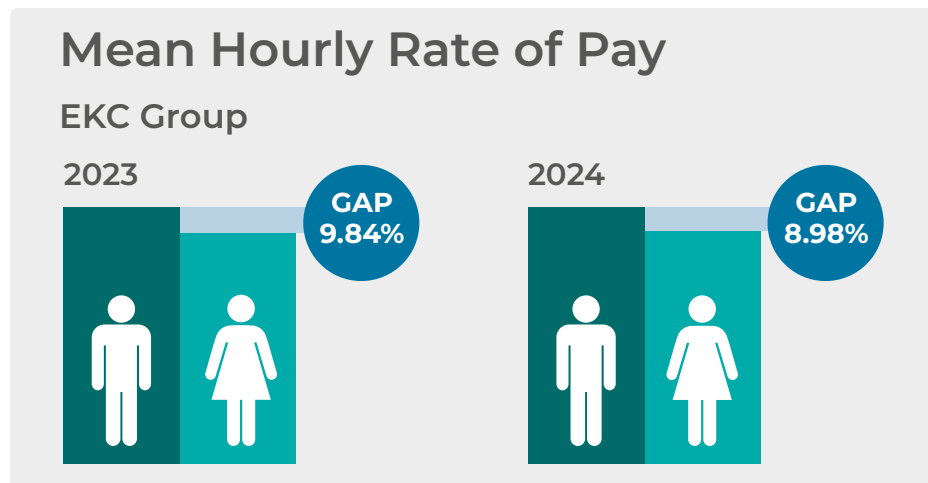
This year's figures show an improvement to the mean measurement, with a fall of 0.86 per cent which is down from 9.84 per cent in the previous reporting period to 8.98 per cent in this year's figures. Conversely the median pay gap has increased very slightly by 0.54 per cent.

The rise in the median gap is likely to have occurred due to our Group making the decision to insource our cleaning contracts. As a result of this decision, we onboarded 54 new housekeepers (of which 73 per cent were female). These housekeepers joined us on our lowest pay scale, however, their terms and conditions

were significantly improved from their previous employer's. The mean gap is likely to have fallen due to a targeted pay increase for our Learning Support Practitioners (80 per cent of whom are female). This positively impacted on a large number of females in the lowest pay quartile.

Female representation continues to grow in the upper pay quartile, with women comprising 58.97 per cent this year compared to 56.7 per cent in the last report. The number of females in the lower pay quartile has also dropped, with this year's figures showing 71.23 per cent against last year's data which saw the lower quartile comprised of 73.54 per cent females.

The graphics below show the changes over the last period.



Our Gender Pay Gap action plan

Our Group continues to deliver work to close the Gender Pay Gap that exists within the organisation, and have taken a number of steps that have helped this year. However, it is important to note that this is not a one-dimensional challenge, and due to the flexibility offered in many of our lower paid roles, which predominantly attract females, it remains difficult for the Group to accelerate progress.

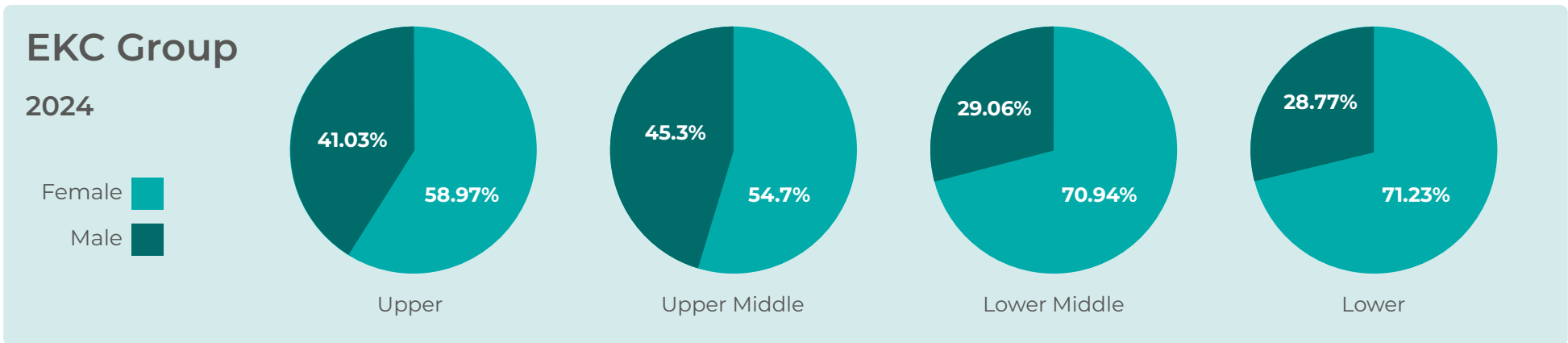
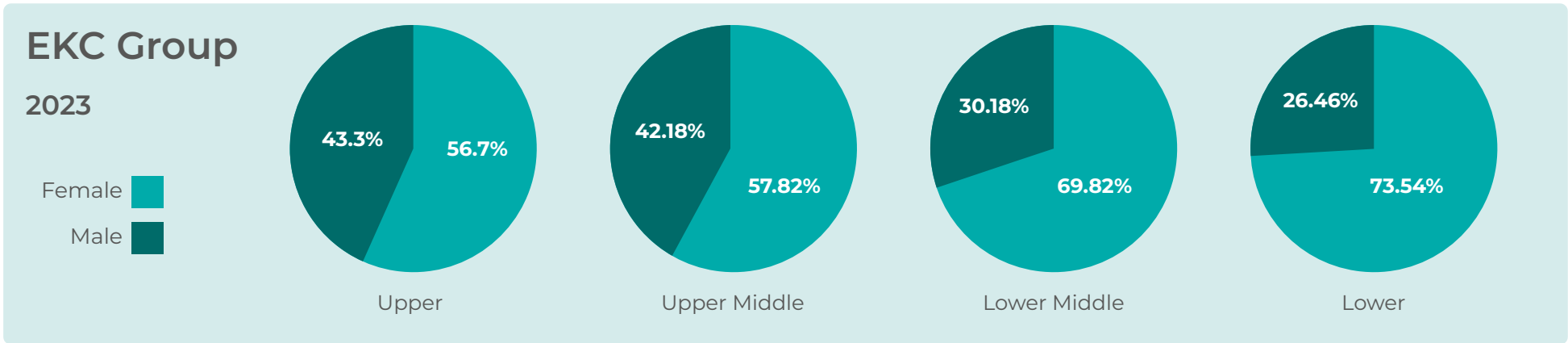
We will continue to deliver our two year action plan that is set out below.

In addition to this, we will:

- Continue to deliver our Group-wide harmonisation programme. There are now just 9 members of staff not on an EKC Group contract;
- Promote our work as an accredited Real Living Wage employer and seek to continue to deliver positive impacts for our lowest paid colleagues;
- Develop and deliver management training programmes for all of our tiers of colleagues, empowering them to advance their careers within the Group.

Area of focus	Why do we want to do this?
Establish support mechanisms to encourage more women into management and leadership positions	<ul style="list-style-type: none"> ● To increase our diversity and demonstrate our commitment to inclusion
Achieve a more balanced male/female ratio in the lower and middle pay quartiles	<ul style="list-style-type: none"> ● There are significantly more females in the lower and middle pay quartiles and we need to have a more balanced male/female ratio to positively impact our gender pay gap ● To increase the diversity of our staff body so that we are better able to support our students and the communities that we proudly serve
Promote and embed our support mechanisms for women	<ul style="list-style-type: none"> ● To reduce attrition and ensure that women feel supported, valued and able to progress ● To break down barriers and stigma
Continue to monitor our data	<ul style="list-style-type: none"> ● To identify and address any areas of opportunity to continue to lessen the gender pay gap

Proportion of males and females in each pay quartile





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