



NAME OF COMMITTEE	NEL Board Meeting
DATE OF MEETING	23 March 2026
SUBJECT	Nescot Gender Pay Gap Report 2024-25
RECOMMENDATION	For information
REPORT AUTHOR	Donna Patterson, Chief People Officer dpatterson@nescot.ac.uk

DETAILS

This report sets out the Gender Pay Gap data for NEL as at 31 March 2025, in line with the reporting requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Gap reporting measures the difference between the average of men and women across the organisation, regardless of role. It is different from equal pay, which relates to men and women receiving equal pay for the same or similar work.

Workforce Profile

At the snapshot date of 31 March 2025, the College employed:

Gender	Number of Employees	Proportion
Female	182	72.5%
Male	69	27.5%
Total	251	100%

This reflects the wider trend across the Further Education sector, where women make up the majority of the workforce.

Gender Pay Gap Results

Measure	Result
Mean Gender Pay Gap	3%
Median Gender Pay Gap	1%

Mean calculates the difference between the average hourly rate of pay male and female employees receive (total of all hourly rates divided by number of individuals).

Median calculates the difference between the 'middle-rate' of hourly pay male and female employees receive (the hourly rate that appears halfway within an ascending list of all hourly rates)

Interpretation

- The mean gender pay gap of 3% indicates that average hourly pay for women is 3% lower than for men across the organisation.
- The median pay gap of 1% shows a similar pattern when comparing the middle point of pay distribution.

These figures indicate a relatively small pay gap, suggesting that pay differences between male and female employees are limited.

Pay Quartile Distribution

The table below shows the proportion of male and female employees across four equal pay bands (quartiles), from lowest to highest hourly pay.

Pay Quartile	Male	Female
Lower Quartile	22.22%	77.78%
Lower Middle Quartile	22.58%	77.42%
Upper Middle Quartile	41.27%	58.73%
Upper Quartile	23.81%	76.19%

Interpretation

- Women make up the majority of employees in all quartiles, reflecting the overall workforce composition.
- The upper middle quartile shows the highest proportion of men (41.27%), indicating a slightly greater male representation in some mid-to-senior roles.
- The upper quartile remains predominantly female, demonstrating that women are well represented in the highest pay band
- The slightly higher percentage of females in the lower and lower-middle quartiles. This is influenced by the College having a large number of lower paid, and part time care giving roles that primarily attract women such as roles within facilities, the nursery and learning support departments. The reason these roles tend to attract more women is due to the flexibility of the roles, the option of term time only, and the hours available.

Overall, the distribution suggests good female representation across all levels of the organisation.

National and Sector Comparison

Across the UK labour market, the gender pay gap remains significantly higher than NEL results.

Within the wider public and education sector, many organisations report gender pay gaps between 5% and 15%, often influenced by occupational segregation and the distribution of senior leadership roles.

To provide context, the College's Gender Pay Gap can be compared with national averages.

Comparison	Mean Pay Gap	Median Pay Gap
UK National (all employees)	12.8%	13.1%
UK Public Sector	5.8%	8.8%
Nescot College	3%	1%

This suggests that NEL gender pay gap is significantly lower than many comparable organisations.

Key Observations

- NEL workforce is predominantly female (72.5%).
- NEL maintains a very small gender pay gap.
- Women are well represented across all pay quartiles, including the highest pay band.
- The slightly higher male representation in the upper middle quartile may contribute modestly to the small pay gap observed.

Commitment and Actions

The College is committed to promoting equality, diversity and inclusion in employment. Pay structures are determined through transparent salary frameworks and job evaluation processes to ensure fairness and consistency.

The College remains committed to reducing the Gender Pay Gap and promoting gender equality in the workplace.

The College continues to:

- Promote fair recruitment and promotion practices
- Support career development opportunities for all staff and provide development opportunities and mentoring for staff progressing into management roles

- Monitor workforce data to identify and address any emerging disparities
- Promote family friendly flexible working opportunities for both male and female staff across the college so they may discuss arrangements to assist them with caring responsibilities without inhibiting their progression.
- Ensure equality and diversity is embedded into all study and apprenticeship programmes promoting equal opportunity and dispelling gender stereotypes. The College raises young people's awareness of different career opportunities.

Conclusion

NEL gender pay gap figures for 2025 demonstrate strong gender representation across the organisation and a very small overall pay gap.

The College remains committed to maintaining fair pay practices and continuing to monitor workforce data to ensure equality, diversity and inclusion remain central to its employment practices.