



NAME OF COMMITTEE	Finance & General Purposes
DATE OF MEETING	20 March 2026
SUBJECT	Nescot Gender Pay Gap Report 2024-25
RECOMMENDATION	For information
REPORT AUTHOR	Donna Patterson, Chief People Officer dpatterson@nescot.ac.uk
APPENDICES	None

DETAILS

This report sets out the Gender Pay Gap data for the College 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	247	66%
Male	128	34%
Total	375	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	8%
Median Gender Pay Gap	7%

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).

Nescot

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 8% indicates that average hourly pay for women is 8% lower than for men across the organisation.
- The median pay gap of 7% shows a similar pattern when comparing the middle point of pay distribution.

These figures compare favourably to national averages and others in the education sector.

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	25.81%	74.19%
Lower Middle Quartile	26.60%	73.40%
Upper Middle Quartile	45.74%	54.26%
Upper Quartile	38.30%	61.70%

Interpretation

- Women make up the majority of employees in all quartiles, reflecting the overall workforce composition.
- Female representation is highest 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.
- Representation becomes more balanced in the upper-middle and upper quartiles, demonstrating that women are well represented in leadership and specialist roles.

National and Sector Comparison

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	8%	7%

This indicates that the College’s pay gap is:

- Lower than the national average
- Comparable with public sector organisations

Key Observations

The College believes the gap is primarily driven by structural workforce factors rather than unequal pay practices, including:

- A higher proportion of women working in part-time, or care giving roles
- Occupational clustering, where women are more likely to work in administrative and support functions

The gender representation patterns are typical within the Further Education sector.

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

The College's mean gender pay gap of 8% and median gap of 7% remain below the national average, reflecting a broadly balanced workforce structure. However, the College recognises that continued work is needed to ensure balanced representation across all pay levels and will continue to monitor and address any structural factors contributing to the 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.