

Nescot Gender Pay Gap Report 22/23

It is a legal requirement under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 for Nescot to publish every year the gender pay gap between male and female employees, based on the difference between their average earnings.

The Gender Pay Gap Calculations for 2022 are:

Mean Gender Pay Gap	16%
Median Gender Pay Gap	24%
Number of Female Staff	480
Number of Male Staff	243

The Gender Pay Gap Bonus Calculations for 2022 are:

Proportion of Female Staff who received the Bonus	60.42%
Proportion of Male Staff who received the Bonus	60.08%
Mean Bonus Gender Pay Gap Calculations	20%
Median Bonus Gender Pay Gap Calculations	40%

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)

In line with the regulations, Nescot must also report on the proportion of male and female employees in each of the four pay bands, where the lower quartile represents the lowest salaries, and the upper quartile represents the highest salaries. The proportion of males/females in each quartile at the reporting date of 31 March 2022 is as follows:

Quartile	% Male	% Female
Lower Quartile	27.78	72.22
Lower Middle Quartile	25.41	74.59
Upper Middle Quartile	33.33	66.67
Upper Quartile	47.80	52.20

Analysis of the data

Both the mean and median gender pay gap figures have decreased by 1% in 2022. The mean has decreased from 17% to 16%, and the median has decreased from 25% to 24%. Both the mean and the median percentages are in line with others in the education sector.

All eligible staff received a £500 bonus in November 2021, pro-rated for part time employees. As evidenced above, the proportion of staff who received the bonus is equal for both men and women at 60%. The reason for the gap in the bonus calculations is due to there being significantly more

females working at the College (66% female, 34% male), many of which are working in the lower paid, part-time support roles, and therefore received a pro-rated bonus.

In the Upper and Upper Middle Quartile the % of females is 52.20%, and 66.67% respectively, which is an increase on previous years, and is due to the continued strategy of attracting women to apply for senior and managerial roles.

Despite the increase of females being paid in the upper quartiles, the percentage of women compared to men in the lower quartile has also increased slightly from 70.95% to 72.22% in 2022. Whilst this is an increase from last year, it is still lower than previous years and we will continue to strive to improve this % and recruit more men to the lower paid roles. The reason for the high percentage of females in the lower quartile is due to the college having an increasing number of lower paid care giving roles that primarily attract women. These include roles within the nursery and learning support departments which have both grown over the last few years. The college also employs a large number of cleaning staff who would be in the lower quartile for pay, again the majority of which are women. 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. The roles are also traditionally female led and men can be deterred from working in the more stereotypical female roles.

Conclusion

The College is committed to equality of opportunity for all and the gender pay gap figures are in line with others in the education sector.

It is pleasing to see that the percentage of women in senior and managerial positions is high, and we will continue to work on decreasing the gender pay gap in the lower quartile by continuing to positively encourage more male staff into our care giving roles.

We 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.

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.