

GENDER PAY GAP REPORT 2019

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. For the periods as at 31 March 2018 and 31 March 2017 the calculations are as follows:

| | 2018 | 2017 |
|------------------------------|-------------|-------------|
| Mean Gender Pay Gap | 17% | 17% |
| Median Gender Pay Gap | 23% | 18% |
| No of Female Staff | 326 | 327 |
| No of Male staff | 214 | 218 |

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

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

Looking at the pay quartiles below it shows that the higher percentage of women's pay are in the lower pay quartiles, whereas the men have their highest percentage in the upper quartile. As we have more females 63% working at the College and a high proportion 73% in the lower paid support roles it will affect the outcome of the mean and median calculations increasing the gender pay gap.

Quartile Calculation

In line with the regulations, Nescot must 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 is as follows:

| QUARTILE | MALE | | FEMALE | |
|-----------------------|--------|--------|--------|--------|
| | 2017 | 2018 | 2017 | 2018 |
| Lower Quartile | 27.74% | 30.15% | 72.26% | 69.85% |
| Lower Middle Quartile | 30.15% | 30.37% | 69.85% | 69.93% |
| Upper Middle Quartile | 44.12% | 43.70% | 55.88% | 56.30% |
| Upper Quartile | 58.09% | 54.48% | 41.91% | 45.52% |

This information is useful to demonstrate that at the higher end of the salary scales the difference between the proportion of male and female was more than in 2017 58.09% male to 41.91% female then in 2018 54.48% to 45.52%, but both years when compared to the lower quartile show there is a much higher percentage of women working at a lower salary.

Despite the median increasing the mean has stayed the same which demonstrates there has been some additional females who have been recruited in the higher quartiles and a large number still in the lower quartiles which has kept the mean the same which illustrates we have attracted woman to higher level roles but we haven't attracted men to the lower level roles.

The College has a high proportion of women working in lower paid roles, for example, within the Nursery and in Learning Support. These care giving roles are traditionally female led, they are generally unattractive to men who are still normally the main wage earner in most households and men can also be deterred from working in stereotypical female roles. In addition, it is still conventionally women who also have the responsibility for child care and caring commitments within the family and need the flexibility of part time roles and term time only working to accommodate this and this could affect females considering career progression to higher salary levels. Women are also more likely to take time out of the labour market and work part time in lower paid roles because of time off after maternity leave often until children are of school age.

The College offers a number of part time roles at the lower level quartiles and this will also have an impact on the data. The College also employs cleaning staff, who would be in the lower quartile for pay, with a high proportion of them being women which will consequently decrease the overall median and mean pay for women. This area is often outsourced in other Colleges or organisations so this will have an impact on our data.

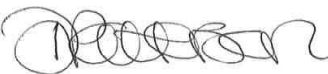
Conclusion

The College is committed to equality of opportunity for all and part of our strategy going forward is to decrease the gender pay gap. We aim to positively encourage more male staff into our care giving roles, and females into our management roles. We have decreased to 44% in the last year compared to 50% of females in this category in 2017. We have been successful in recruiting women into traditionally male dominated roles such as in Plumbing and Motor Vehicle and we will try to encourage more women into those areas that can attract higher salaries. Women already make up 67% of our promotions in the last year compared to 41% in 2017.

We are continuing with development of staff in lower paid roles for example we give opportunities for Learning Support staff to develop as Lecturers and this year Nursery staff had the opportunity to develop into Early Year Supervisors.

We promote family friendly flexible working opportunities to both male and female staff across the College, so they may discuss arrangements to assist them with caring responsibilities without inhibiting their career 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.

Signed: 

Date: 19 March 2019

Donna Patterson
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