

## **Nescot Gender Pay Gap Report 23/24**

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 2024 are:

Mean Gender Pay Gap	7%
Median Gender Pay Gap	13%
Number of Female Staff	443
Number of Male Staff	204

**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 2024 is as follows:

<b>Quartile</b>	<b>% Male</b>	<b>% Female</b>
Lower Quartile	28.57%	71.43%
Lower Middle Quartile	26.54%	73.46%
Upper Middle Quartile	28.40%	71.60%
Upper Quartile	42.59%	57.41%

### **Analysis of the data**

Both the mean and median gender pay gap figures have decreased in 2024. The mean has decreased from 13% to 7%, and the median has decreased from 23% to 13%. Both the mean and the median percentages are in line with others in the education sector.

In the Upper and Upper Middle Quartiles the % of females is high at 71.60%, and 57.41% respectively, and is due to the continued strategy of attracting women to apply for senior and managerial roles.

There has also been a decrease in the percentage of women compared to men in the lower quartile from 75.43% in 2023 to 71.43% in 2024. This is in line with other Colleges and is primarily due to the college having a large 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 are 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.

## **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.