



Gender Pay Gap  
Report  
2021/22

## **Nescot Gender Pay Gap Report 21/22**

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 2021 are:

Mean Gender Pay Gap	17%
Median Gender Pay Gap	25%
Number of Female Staff	471
Number of Male Staff	242

**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 2021 is as follows:

<b>Quartile</b>	<b>% Male</b>	<b>% Female</b>
Lower Quartile	29.05%	70.95%
Lower Middle Quartile	21.23%	78.77%
Upper Middle Quartile	34.83%	65.17%
Upper Quartile	50.85%	49.15%

### **Analysis of the data**

The mean gender pay gap has remained consistent since 2017 at 17%, the median has increased slightly from 23% to 25%. Both the mean and the median percentages are in line with others in the education sector.

There are significantly more females working at the College (66% female, 34% male) of which a high proportion are working in the lower paid support roles. This is the main cause of the gender pay gap at the College and is supported by the quartile data.

In the Upper and Upper Middle Quartile the % of females is 49.15%, and 65.17% respectively, this is due to the continued strategy of attracting women to apply for senior and managerial roles.

The percentage of women compared to men in the lower quartile has reduced from 75.68% to 70.95% in 2021. Whilst this is positive to see there is still room for improvement at the lower quartiles. 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.