



# Gender Pay Gap Report

## Nescot Gender Pay Gap Report 20/21

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 year-on-year calculations are as follows:

	2017	2018	2019	2020
<b>Mean Gender Pay Gap</b>	17%	17%	Not reported due to Covid	17%
<b>Median Gender Pay Gap</b>	18%	23%		23%
<b>Number of Female Staff</b>	327	326		387
<b>Number of Male Staff</b>	218	214		203

**Mean** calculates the difference between the 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 'middle-rate' of hourly pay that 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 is as follows:

Quartile Data	Male				Female			
	2017	2018	2019	2020	2017	2018	2019	2020
<b>Lower Quartile</b>	27.74%	30.15%	Not reported	24.32%	72.26%	69.85%	Not reported	75.68%
<b>Lower Middle Quartile</b>	30.15%	30.37%		22.97%	69.85%	69.93%		77.03%
<b>Upper Middle Quartile</b>	44.12%	43.70%		40.14%	55.88%	56.30%		59.86%
<b>Upper Quartile</b>	58.09%	54.48%		50.34%	41.91%	45.52%		49.66%

### Analysis of the data

The mean and median gender pay gap have remained consistent. 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.

The Quartile data demonstrates a continued improvement in the proportion of female employees in the upper quartile of the salary scales. The percentage of females being paid in this quartile has increased year on year from 41.91% in 2017 to 49.66% in 2020, and this can be attributed to more women being recruited into managerial roles,

which demonstrates that the strategy of attracting more women to apply for managerial roles has worked. At the upper middle quartile 59.86% of those employed are women.

Despite the high percentage of females being paid in the upper quartiles the proportion of females being paid in the lower quartile has also increased, therefore the strategy of attracting more men to lower level roles has not been as successful, and something the College will continue to work on.

The reason for the high proportion of women in the lower quartiles 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 department which have both grown in 2019/20. The roles within these departments tend to be more flexible or are term-time only and as a result tend to appeal more to women, who in general still bear the greater burden of childcare responsibilities than men (stated as a statistical fact in the employment tribunal of *Dobson v North Cumbria Integrated Care NHS Trust*). These roles are also traditionally female led, and men can be deterred from working in the more stereotypical female roles.

The College also employs a large number of cleaning staff, who would be in the lower quartile for pay, with a high proportion of them also being women which consequently decreases 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 compared to others. In addition not all colleges have nurseries or the number of learning support staff that we have. We also employ apprentices on the national minimum wage within the nursery who are all female which does affect the overall figures.

## **Conclusion**

The College is committed to equality of opportunity for all and it is pleasing to see that our strategy of attracting and recruiting and promoting more women into management roles has been successful. The college will continue to work on decreasing the gender pay gap in the lower quartiles and we aim to continue to positively encourage more male staff into our care giving roles, and females into our traditionally male dominated roles, such as electrical and plumbing.

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.