

New College Durham

Gender Pay Reporting as at 31 March 2024

1. Introduction and Background

The College's eighth annual report on Gender Pay Reporting provides a breakdown of the College's gender pay gap based on the snapshot date of 31 March 2024 and has been undertaken in accordance with the College's legal duty under the Equality Act 2010 (Specific Duties and Public Authorities).

The purpose of Gender Pay is to show the difference between the average earnings of males and females and the submission of this data is required on an annual basis.

As reported previously, there are six calculations that the College is required to report on. These are:

- Average gender pay gap as a mean average;
- Average gender pay gap as a median average;
- Average bonus gender pay gap as a mean average;
- Average bonus gender pay gap as a median average;
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment;
- Proportion of males and females when divided into four groups ordered from lowest to highest pay.

A breakdown of these specific calculations can be found at Annex A of this report.

2. Scope of Report

- The data for this exercise has been taken from March's payroll which includes the snapshot date of 31 March 2024.
- The data includes all employees who are paid on a substantive or fixed term basis as well as College Supply Pool employees;
- The data includes basic pay and allowances (including Market Rate Supplement (MRS) payments).

- The data does not include overtime pay, redundancy or termination payments, or non-cash benefits such as those paid through salary sacrifice;
- The regulations create two categories of people that need to be taken into account in gender pay reporting: relevant employees and relevant full-pay employees;
 - A relevant employee is each individual job-holder employed by the College at the snapshot date (31 March 2024). This equates to a total of 648 employees of which 224 are males (34.6%) and 424 are females (65.4%).
 - A full-pay relevant employee is one who is employed by the College and is receiving "full pay" during the specified pay period. Where a member of staff is being paid less than usual rate of pay or zero (i.e. due to maternity, sickness) then they are not classed as a "full-pay relevant employee" for the purposes of this report. This equates to 607 employees of which 216 are males (35.6%) and 391 are females (64.4%).

3. New College Durham Results as at 31 March 2024

3.1 The mean gender pay gap

The mean hourly rate of pay for all male full-pay relevant employees is $\pounds 21.05$ The mean hourly rate of pay for all female full-pay relevant employees is $\pounds 18.73$.

The mean gender pay gap therefore equates to 11.02%

3.2 The median gender pay gap

The median hourly rate of pay for all male full-pay relevant employees is $\pounds 21.49$. The median hourly rate of pay for all female full-pay relevant employees is $\pounds 16.98$

The median gender pay gap therefore equates to 21%

Table 1 provides a history of the mean/median hourly rates for the last four years.

Table 1: Mean/Median Hourly Rates for 2021-2024

	2021	2022	2023	2024
Mean Hourly	£17.76	£18.08	£20.00	£21.05
Rate (Male)				
Mean Hourly	£15.48	£15.99	£17.60	£18.73
Rate (Female)				
Median Hourly	£18.06	£19.02	£20.67	£21.49
Rate (Male)				
Median Hourly	£13.29	£14.08	£15.46	£16.98
Rate				
(Female)				

3.3 The mean bonus gender pay gap

The College does not make bonus payments.

3.4 The median bonus gender pay gap

The College does not make bonus payments.

3.5 The proportion of males and females receiving a bonus payment

The College does not make bonus payments.

3.6 The proportion of males and females in each quartile band

- Of the 152 relevant full-pay employees in the lower quartile, 36 are male and 116 are female. This means that 23.7% are male and 76.3% are female;
- Of the 152 relevant full-pay employees in the lower middle quartile, 51 are male and 101 are female. This means that 33.5% are male and 66.5% are female;
- Of the 152 relevant full-pay employees in the upper middle quartile, 68 are male and 84 are female. This means that 44.7% are male and 55.3% are female;
- Of the 151 relevant full-pay employees in the upper quartile, 61 are male and 90 are female. This means that 40.4% are male and 59.6% are female.

4. Conclusion

Gender Pay Gap reporting in the UK is now in its eighth year.

When discussing the gender pay gap people tend to talk about the median figure rather than the mean. The mean is calculated by adding up all of the hourly rates of pay of all employees and dividing that figure by the number of

employees. This figure alone can however be skewed if there are a small number of high paid individuals. The median figure is the number that falls in the middle of a range when everyone's hourly rates are lined up from smallest to largest and is more representative when there is a lot of variation in pay.

The College's mean and median gender pay gap across the previous four years is detailed in the table below:

	2021	2022	2023	2024
Mean Gender Pay Gap (%)	12.84	11.56	12	11.02
Median Gender Pay Gap (%)	26.41	25.97	25.2	21

Table 2: Mean/ Median Gender Pay Gap for 2021-2024

The figures show that the college has a mean gender pay gap of 11.02% and a median gender pay gap of 21%.

The college's median gender pay gap has reduced again since last year, with a continuous decline over the last three reporting periods. Indeed, it should be noted that there has been a 4.2% reduction from last year – the greatest reduction the college has seen since mandatory reporting began.

The median gender pay gap in favour of men in the UK, (as reported by the National Office of National Statistics) was 13.1% in 2024, down from 14.3% in 2023. Despite a reduction in the College's reported median gender pay gap for 2024, the College position continues to be greater than the national average.

Table 3 below provides an overview of the gender distribution of staff across the quartiles for the period 2021-2024.

	2021		2022		2023		2024	
	Male	Female	Male	Female	Male	Female	Male	Female
	%	%	%	%	%	%	%	%
Lower	30.2	69.8	32.4	67.6	31.4	68.6	23.7	76.3
Quartile								
Lower	24.5	75.5	22.1	77.9	29	71	33.5	66.5
Middle								
Quartile								
Upper	44.7	55.3	46.2	53.8	39.4	60.6	44.7	55.3
Middle								
Quartile								
Upper	44.9	55.1	40.3	59.7	45.2	54.8	40.4	59.6
Quartile								

Table 3: Gender Distribution across the quartiles for period 2021-2024

A key factor contributing to the College's pay gap is the distribution of male and female employees across different pay quartiles. Women make up a higher proportion of lower-paid roles (many of which are part-time), with **76.3% of employees in the lowest pay quartile being female**, compared to **59.6% in the highest quartile**.

Whilst as a College we continue to support the progression of females into higher paying roles, which is evident with the percentages in the two upper quartiles, the imbalance is significant across the lower quartiles, and it is unlikely that we will see a significant shift in this change any time soon.

The college as always will continue to explore strategies that seeks to have a positive impact on the gender distribution of staff across the organisation. However, the true tackling of the gender pay gap requires a significant change in society. A move away from women (in a large number of circumstances) taking on the lion share of childcare or caring responsibilities. Jobs therefore that are available and accommodate such flexible working practices tend to be lower paid and offered as part-time or term-time working. Roles such as cleaners, learning support assistants and personal learning coaches, tend to be offered on a part-time or term-time basis and fall within the lower support grades. Despite targeting advertising to target under-represented groups such imbalances within these roles continue to exist.

It is important that as a learning/education provider that we challenge these societal norms and target under-represented learners within male/female dominated sectors if we are to breakdown these gender stereotypes in encouraging equal representation of both males and females across all industry sectors. This however takes time, and similar to the college's gender pay gap this too will take time to change.

This committee will be aware of the college investment, a number of years ago in achieving Leaders in Diversity (last achieved in 2018). The College have since made a commitment to embark on the Inclusive Employer Standard. The Inclusive Employer Standard (IES) is a globally recognised workplace accreditation and benchmarking tool for inclusion and diversity. It will assess where we are on our journey using their unique inclusion framework. We'll receive tailored, actionable feedback to embed workplace inclusion at all levels within the organisation. This work commences at the end of February and is hoped that such a process may be able to provide further insight into the college's gender pay gap and make any recommendations accordingly to reduce this further.

Gender Pay and Equal Pay

The gender pay gap is a measure of the difference between the mean and median earnings of males and females across the whole organisation.

Equal Pay ensures that we are paying the same level of pay to those that are performing the same work, or work that is assessed as being of equal value as determined by the College's analytical job evaluation scheme. It is

therefore, (as reported in previous years), possible to have a gender pay gap without having an equal pay gap.