



New College Durham

Gender Pay Reporting as at 31 March 2022

1. Introduction and Background

The College's sixth annual report on Gender Pay Reporting provides a breakdown of the College's gender pay gap based on the snapshot date of 31 March 2022 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 2022.
- 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;
- For the purposes of this report (as specified in the regulations) a pay period of one month equates to 30.44 days;
- 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 2022). This equates to a total of 607 employees of which 212 are males (34.9%) and 395 are females (65.1%).
 - 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 579 employees of which 204 are males (35.2%) and 375 are females (64.8%).

3. New College Durham Results as at 31 March 2022

3.1 The mean gender pay gap

The mean hourly rate of pay for all male full-pay relevant employees is £18.08 The mean hourly rate of pay for all female full-pay relevant employees is £15.99.

The mean gender pay gap therefore equates to 11.56%

3.2 The median gender pay gap

The median hourly rate of pay for all male full-pay relevant employees is £19.02. The median hourly rate of pay for all female full-pay relevant employees is £14.08.

The median gender pay gap therefore equates to 25.97%

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

Table 1: Mean/Median Hourly Rates for 2019-2022

	2019	2020	2021	2022
Mean Hourly Rate (Male)	£16.90	£17.72	£17.76	£18.08
Mean Hourly Rate (Female)	£14.21	£15.07	£15.48	£15.99
Median Hourly Rate (Male)	£17.31	£18.01	£18.06	£19.02
Median Hourly Rate (Female)	£12.65	£13.32	£13.29	£14.08

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 145 relevant full-pay employees in the lower quartile, 47 are male and 98 are female. This means that 32.4% are male and 67.6% are female;
- Of the 145 relevant full-pay employees in the lower middle quartile, 32 are male and 113 are female. This means that 22.1% are male and 77.9% are female;
- Of the 145 relevant full-pay employees in the upper middle quartile, 67 are male and 78 are female. This means that 46.2% are male and 53.8% are female;
- Of the 144 relevant full-pay employees in the upper quartile, 58 are male and 86 are female. This means that 40.3% are male and 59.7% are female.

4. Conclusion

Gender Pay Gap reporting in the UK is now in its sixth 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:

Table 2: Mean/ Median Gender Pay Gap for 2019-2022

	2019	2020	2021	2022
Mean Gender Pay Gap (%)	15.92	14.95	12.84	11.56
Median Gender Pay Gap (%)	26.92	26.04	26.41	25.97

The figures show that the college has a mean gender pay gap of 11.56% and a median gender pay gap of 25.97%.

Both the college's mean and median gender pay gaps have reduced to their lowest rates recorded over the past four years. Although the median rate, which is typically used as the measure of an organisation's gender pay gap, is slightly lower than in previous years, the rates recorded over the preceding four-year period remain quite constant.

The median gender pay gap in favour of men in the UK, (as reported by the National Office of National Statistics) was 14.9% in 2022, down slightly from 15.1% in 2021.

Despite a reduction in the College's reported median gender pay gap for 2022, 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 2019-2022.

Table 3: Gender Distribution across the quartiles for period 2019-222

	2019		2020		2021		2022	
	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %
Lower Quartile	26.47	73.53	26.7	73.3	30.2	69.8	32.4	67.6
Lower Middle Quartile	27.06	72.94	25	75	24.5	75.5	22.1	77.9
Upper Middle Quartile	40	60	44.1	55.9	44.7	55.3	46.2	53.8

Upper Quartile	43.53	56.47	45	55	44.9	55.1	40.3	59.7
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Although the proportion of females within each of the four quartiles appears to have been relatively consistent over the last four years, there has however been a slight increase in the number of males within the lower quartile (an increase of 2.2% from 2021) and an increase in females that lie in the upper quartile (an increase of 4.6% from 2021).

The college's gender balance is not however consistent across the quartiles, with a large imbalance of female staff in the two lower quartiles. This alone is a significantly contributing factor to the College's gender pay gap.

Whilst as a College we continue to support the progression of females into higher paying roles, which is clearly 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. Indeed the rates

There continues to be a predominance of females across Support Grades A-G. Such roles that fall within these pay grades include Cleaners, Administrators and Classroom Support Assistants. Such roles, outside of the College environment are inherently undertaken by females. The college is therefore simply reflective of wider societal norms.

Furthermore, there continues to be a larger proportion of males that receive a Market Rate Supplement (MRS) payment. Such payments are required, (particularly in the current market) where market forces dictate a higher salary to enable the College to successfully recruit. These roles predominantly reside within the Technology areas (ie. Engineering, Electrical Installation) where in industry there is a larger proportion of men occupying these roles, and so the recruitment activity of the college, in terms of number of applications received, is heavily dominated by males. Although as a College we have seen a growth in the number of females working within the technology curriculum areas, the numbers still very much reflect the situation within industry.

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.

As a college we will, in our promotion of inclusivity, continue to:

- target under-represented groups in relation to our recruitment activity;

- seek to emphasise where posts are suitable for job share or part-time working, including roles that are higher paid;
- ensure that recruitment panels are gender balanced;
- ensure that our training is fit for purpose – this includes the delivery of Recruitment and Selection (R&S) for all staff that have R&S responsibilities as part of their roles, as well as unconscious bias training.

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.

The College has undertaken two Equal Pay Audits – the last of these was undertaken four years ago, The College will undertake its next Equal Pay Audit this year (within 2023) to ensure the principle of equal pay for equal work continues to be upheld within the College.

Elaine Bonham

Executive Director of HR & Corporate Services

Calculations

The calculations that have been utilised for this exercise are in accordance with those published in the regulations.

1. The mean gender pay gap

This calculation shows the difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.

The calculation used is:

$$\frac{(A - B)}{A} \times 100$$

A is the mean hourly rate of pay of all male full-pay relevant employees

B is the mean hourly rate of pay of all female full-pay relevant employees

The result is expressed as a percentage

2. The median gender pay gap

This calculation shows the difference between the median hourly rate of pay that male and female full-pay relevant employees receive.

The calculation used is:

$$\frac{(A - B)}{A} \times 100$$

A is the median hourly rate of pay of all male full-pay relevant employees

B is the median hourly rate of pay of all female full-pay relevant employees

The result is expressed as a percentage

3. The mean bonus gender pay gap

This calculation shows the difference between the mean bonus pay that male and female relevant employees receive.

The calculation used is:

$$\frac{(A - B)}{A} \times 100$$

A is the mean bonus pay of all male relevant employees who were paid bonus during the 12-month period ending with the snapshot date.

B is the mean bonus pay of all female relevant employees who were paid bonus during the 12-month period ending with the snapshot date.

Female and male relevant employees who were not paid bonus pay during the 12-month period ending with the snapshot data are not included.

The result is expressed as a percentage.

4. The median bonus gender pay gap

This calculation shows the difference between the median bonus pay that male and female relevant employees receive.

The calculation used is:

$$\frac{(A - B)}{A} \times 100$$

A is the median bonus pay of all male relevant employees who were paid bonus during the 12-month period ending with the snapshot date.

B is the median bonus pay of all female relevant employees who were paid bonus during the 12-month period ending with the snapshot date.

Female and male relevant employees who were not paid bonus pay during the 12-month period ending with the snapshot data are not included.

The result is expressed as a percentage.

5. The proportion of males and females receiving a bonus payment

These calculations show the proportion of male relevant employees who were paid any amount of bonus pay, and the proportion of female relevant employees who were paid any amount of bonus pay.

The first part of the calculation is:

$$\frac{A}{B} \times 100$$

A is the number of male relevant employees who were paid bonus pay during the 12-month period ending with the snapshot data.

B is the number of male relevant employees

The second part of the calculation is:

$$\frac{C}{D} \times 100$$

C is the number of relevant female employees who were paid bonus pay during the 12-month period ending with the snapshot data.

D is the number of female relevant employees

6. The proportion of males and females in each quartile band

This calculation shows the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

The calculations used are:

Part 1

$$\frac{A}{C} \times 100$$

Part 2

$$\frac{B}{C} \times 100$$

A is the number of male full-pay relevant employees in the quartile

B is the number of female full-pay relevant employees in the quartile

C is the total number of employees in the quartile