



Gender Pay Reporting as at 31 March 2021

1. Introduction and Background

The fifth annual report on Gender Pay Reporting provides a breakdown of the College's gender pay gap based on the snapshot date of 31 March 2021.

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 2021.
- The data includes all employees who are paid on a substantive or fixed term basis as well as College Supply Pool employees;
- For supply pool staff who do not have a regular number of weekly working hours an average of the number of hours worked over the preceding 12-week period has been taken;
- 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 2021). This equates to a total of 664 employees of which 235 are males (35.4%) and 429 are females (64.6%).
 - 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 635 employees of which 229 are males (36%) and 407 are females (64%).

3. New College Durham Results as at 31 March 2021

3.1 The mean gender pay gap

The mean hourly rate of pay for all male full-pay relevant employees is £17.76. The mean hourly rate of pay for all female full-pay relevant employees is £15.48.

The mean gender pay gap therefore equates to 12.84%

3.2 The median gender pay gap

The median hourly rate of pay for all male full-pay relevant employees is £18.06. The median hourly rate of pay for all female full-pay relevant employees is £13.29.

The median gender pay gap therefore equates to 26.41%

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

Table 1: Mean/Median Hourly Rates for 2018-2021

	2018	2019	2020	2021
Mean Hourly Rate (Male)	£16.71	£16.90	£17.72	£17.76
Mean Hourly Rate (Female)	£14.23	£14.21	£15.07	£15.48
Median Hourly Rate (Male)	£17.51	£17.31	£18.01	£18.06
Median Hourly Rate (Female)	£12.46	£12.65	£13.32	£13.29

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 159 relevant full-pay employees in the lower quartile, 48 are male and 111 are female. This means that 30.2% are male and 69.8% are female;
- Of the 159 relevant full-pay employees in the lower middle quartile, 39 are male and 120 are female. This means that 24.5% are male and 75.5% are female;
- Of the 159 relevant full-pay employees in the upper middle quartile, 71 are male and 88 are female. This means that 44.7% are male and 55.3% are female;
- Of the 158 relevant full-pay employees in the upper quartile, 71 are male and 87 are female. This means that 44.9% are male and 55.1% are female.

4. Conclusion

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

	2018	2019	2020	2021
Mean Gender Pay Gap (%)	14.84	15.92	14.95	12.84
Median Gender Pay Gap (%)	28.84	26.92	26.04	26.41

The figures show that the college has a mean gender pay gap of 12.84% and a median gender pay gap of 26.41%.

The college's mean gender pay gap is 2.11% less than in 2020, however the median gender pay gap has increased slightly by 0.37%.

The median gender pay gap is typically used as the measure of an organisation's pay gap, as it not affected by extreme values.

The median gender pay gap as reported by the National Office of National Statistics in April 2021 increased to 15.45% from 14.9% in April 2020.

Despite the reduction over the preceding three years (with a slight increase for 2021), the median gender pay gap for the College is greater than the national average.

It is noted that a detailed analysis was presented to this committee in June 2019 in respect of gender pay reporting and to examine the potential factors for the College's higher than average figures. This analysis is still reflective of the College's current position in terms of our gender pay gap and indeed there continues to be an imbalance in representation across all quartiles, with a significant volume of females in the lower quartiles.

Table 3 below provides an overview of the gender distribution of staff across the quartiles for the period 2018-2021.

Table 3: Gender Distribution across the quartiles for period 2018-21

	2018		2019		2020		2021	
	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %
Lower Quartile	27	73	26.47	73.53	26.7	73.3	30.2	69.8
Lower Middle Quartile	26.9	73.1	27.06	72.94	25	75	24.5	75.5
Upper Middle Quartile	45.5	54.5	40	60	44.1	55.9	44.7	55.3
Upper Quartile	40.1	59.9	43.53	56.47	45	55	44.9	55.1

For the current period (2021) there has been a slight increase in the percentage of males in the lower quartile (an increase of 3.5% from 2020) which over the preceding three years has remained quite consistent at 73% female to 27% male.

The College's gender balance is therefore not consistent across the quartiles. It shifts from the majority of females in the lower levels to a more balanced demographic at the upper levels.

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.

Tackling the gender pay gap requires a significant change in society.

That said, the College are keen to ensure that where possible we seek to educate and promote a message of inclusivity, thus over the past twelve months we have looked to incorporate the following statement into any vacancy where a traditional or significant imbalance exists, thus tailoring our recruitment to attract candidates from underrepresented groups.

“The College is proud to be an equal opportunities employer, treating all applicants equally and ensuring recruitment is based on merit. However, we particularly welcome applications from male candidates who are under represented within the College at this level and within this role”

Whether the inclusion of the above statement has played a part in the very slight change in the gender split at the lower quartile is difficult to say, but the College will continue to explore strategies that seeks to have a positive impact on the gender distribution of staff across the organisation.

As reported previously it is important to reference that gender pay reporting is not a measure of equal pay.

The College has undertaken two Equal Pay Audits and has an analytical job evaluation system in place which was last reviewed in 2014 (ACAS recommend that such a review takes place every 10 years). The College will undertake its next Equal Pay Audit in 2023 to ensure the principle of equal pay for equal work continues to be upheld within the College.

Elaine Bonham

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