



New College Durham

Gender Pay Reporting as at 31 March 2023

1. Introduction and Background

The College's seventh annual report on Gender Pay Reporting provides a breakdown of the College's gender pay gap based on the snapshot date of 31 March 2023 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 2023.
- 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 640 employees of which 229 are males (35.8%) and 411 are females (64.2%).
 - 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 621 employees of which 225 are males (36.2%) and 396 are females (63.8%).

3. New College Durham Results as at 31 March 2023

3.1 The mean gender pay gap

The mean hourly rate of pay for all male full-pay relevant employees is £20.00 The mean hourly rate of pay for all female full-pay relevant employees is £17.60.

The mean gender pay gap therefore equates to 12%

3.2 The median gender pay gap

The median hourly rate of pay for all male full-pay relevant employees is £20.67. The median hourly rate of pay for all female full-pay relevant employees is £15.46.

The median gender pay gap therefore equates to 25.2%

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

Table 1: Mean/Median Hourly Rates for 2020-2023

| | 2020 | 2021 | 2022 | 2023 |
|------------------------------------|-------------|-------------|-------------|-------------|
| Mean Hourly Rate (Male) | £17.72 | £17.76 | £18.08 | £20.00 |
| Mean Hourly Rate (Female) | £15.07 | £15.48 | £15.99 | £17.60 |
| Median Hourly Rate (Male) | £18.01 | £18.06 | £19.02 | £20.67 |
| Median Hourly Rate (Female) | £13.32 | £13.29 | £14.08 | £15.46 |

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 156 relevant full-pay employees in the lower quartile, 49 are male and 107 are female. This means that 31.4% are male and 68.6% are female;
- Of the 155 relevant full-pay employees in the lower middle quartile, 45 are male and 110 are female. This means that 29% are male and 71% are female;
- Of the 155 relevant full-pay employees in the upper middle quartile, 61 are male and 94 are female. This means that 39.4% are male and 60.6% are female;
- Of the 155 relevant full-pay employees in the upper quartile, 70 are male and 85 are female. This means that 45.2% are male and 54.8% 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 2010-2023

| | 2020 | 2021 | 2022 | 2023 |
|----------------------------------|-------|-------|-------|------|
| Mean Gender Pay Gap (%) | 14.95 | 12.84 | 11.56 | 12 |
| Median Gender Pay Gap (%) | 26.04 | 26.41 | 25.97 | 25.2 |

The figures show that the college has a mean gender pay gap of 12% and a median gender pay gap of 25.2%.

The college's median gender pay gap has reduced again since last year, with a continuous decline over the last three reporting periods. Whilst it is recognised that the reductions are small, a declining trend is still positive.

The median gender pay gap in favour of men in the UK, (as reported by the National Office of National Statistics) was 14.3% in 2023, down slightly from 14.4% in 2022.

Despite a reduction in the College's reported median gender pay gap for 2023, 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 2020-2023.

Table 3: Gender Distribution across the quartiles for period 2020-2023

| | 2020 | | 2021 | | 2022 | | 2023 | |
|------------------------------|--------|----------|--------|----------|--------|----------|--------|----------|
| | Male % | Female % | Male % | Female % | Male % | Female % | Male % | Female % |
| Lower Quartile | 26.7 | 73.3 | 30.2 | 69.8 | 32.4 | 67.6 | 31.4 | 68.6 |
| Lower Middle Quartile | 25 | 75 | 24.5 | 75.5 | 22.1 | 77.9 | 29 | 71 |
| Upper Middle Quartile | 44.1 | 55.9 | 44.7 | 55.3 | 46.2 | 53.8 | 39.4 | 60.6 |
| Upper Quartile | 45 | 55 | 44.9 | 55.1 | 40.3 | 59.7 | 45.2 | 54.8 |

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 at the lower middle quartile (up 6.9% from 2022) and an increase in females at the upper middle quartile (up 6.8% from 2022).

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.

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 are currently exploring the possibility of having a Diversity and Inclusion audit undertaken, looking at all areas of the college, including HR practices to understand what the college strengths are in terms of EDI and any areas for improvement. Such an audit may provide some further suggestions to assist the college in reducing its gender pay gap.

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.

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