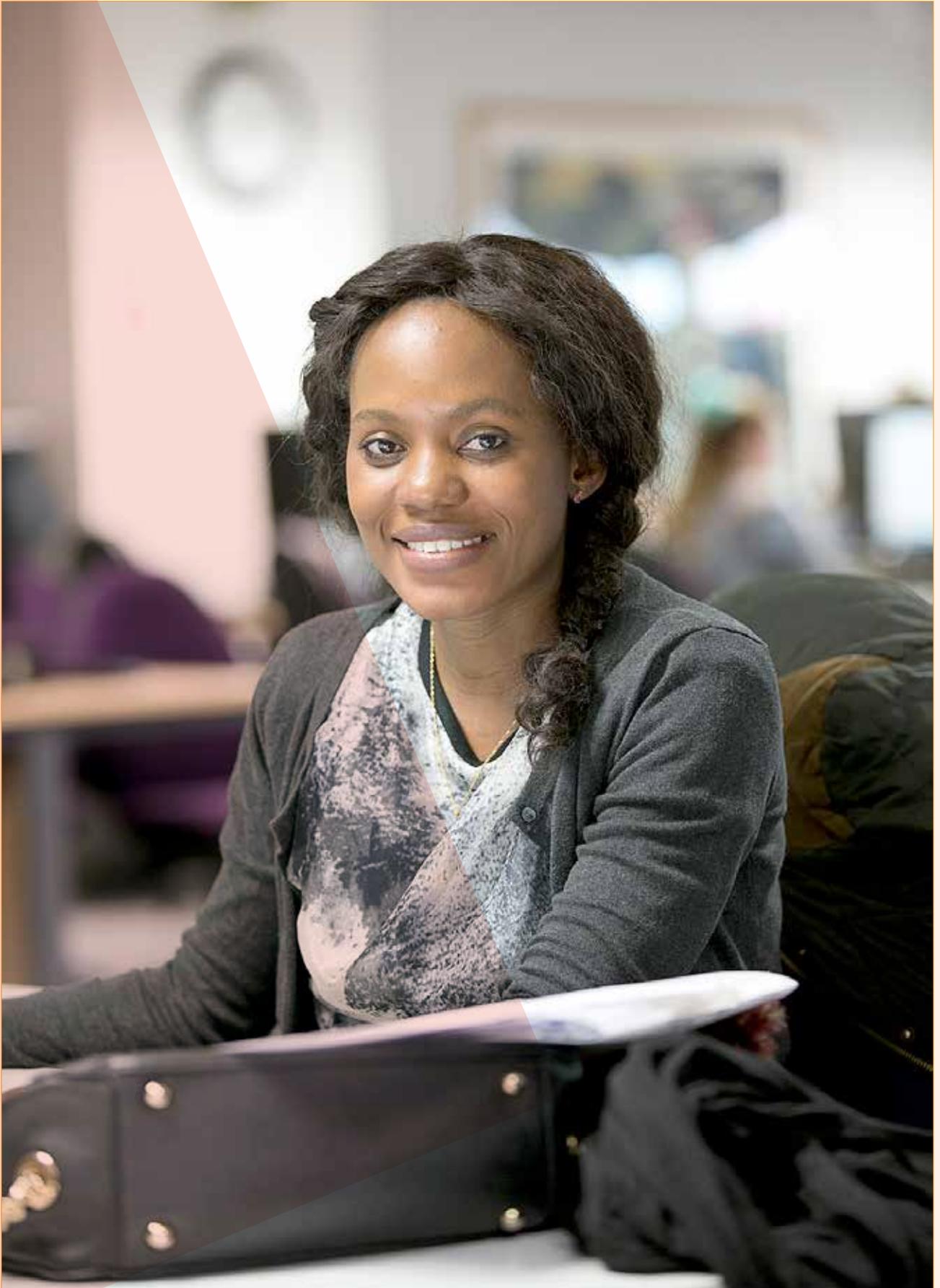


GENDER PAY GAP REPORT 2016





The data in this report are based on figures as at July 2016. This reporting date was used in order to allow for appropriate time for the analysis, and use, of the information due to the reporting limitations of the College's current HR and Payroll system.

Overall Gender Pay Gap

The combined, or overall, pay gap figure provides the most complete picture in relation to gendered pay inequalities (Source: Close the Gap, Public Sector Equality Duty: Guidance for Reporting on Gender and Employment, Equal pay, and Occupational Segregation, August 2016 p31).

The combined, or overall, gender pay gap figure for NESCol is:

Mean = 14%

Median = 15%



Pay Gap Calculation

In order to calculate the gender pay gap, the following methodology was used (Source: Close the Gap, Public Sector Equality Duty: Guidance for reporting on gender and employment, equal pay, and occupational segregation, August 2016 p32-33):

A = (mean) hourly rate of pay of male employees

B = (mean) hourly rate of pay of female employees

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

(NB: % figures are rounded to the nearest whole number)

The same formula was used to calculate the median pay gap.

The College overall pay gap figure (for both mean and median) includes all employees, including all full-time and part-time employees, and employees on permanent and fixed-term contracts.

The pay gap percentage figures were calculated on the basis of the following hourly rates:

	£
All male mean hourly rate	21.32
All male median hourly rate	21.99

All female mean hourly rate	18.29
All female median hourly rate	18.69

Causes of the pay gap could be explained by occupational segregation, which are detailed in the College's Occupational Segregation Report (Gender). Actions to address this are identified in the report and will also feed into the College's Equality Outcomes.

Full-time Gender Pay Gap

The full-time pay gap is calculated by comparing women's full-time average hourly pay with men's full-time average hourly pay (Source: Close the Gap).

The pay gap percentage figures were calculated on the basis of the following hourly rates:

	£
Male full-time mean hourly rate	21.82
Male full-time median hourly rate	21.99

Female full-time mean hourly rate	19.35
Female full-time median hourly rate	19.32

The same formula as outlined earlier, was used to calculate the full-time pay gap.

This gives the College a full-time gender pay gap of:

Mean = 11%

Median = 12%

There is less of a gender pay gap for full-time employees (when compared with the overall pay gap) as part-time employees are excluded and, as detailed below, the greatest pay gap relates to part-time employees.

The causes of the pay gap could be explained by occupational segregation, which are detailed in the College's occupational segregation report (gender). Actions to address this are identified in the occupational segregation report (gender) and will also feed into the College's Equality Outcomes Report.

Part-time Gender Pay Gap

The part-time pay gap is calculated by comparing women's part-time average hourly pay with men's full-time, and is usually much higher than the combined figure and illustrative of the concentration of part-time work in lower grade jobs. (Source: Close the Gap).

The same formula as outlined earlier, was used to calculate the part-time gender pay gap.

The pay gap percentage figures were calculated on the basis of the following hourly rates:

	£
Male full-time mean hourly rate	21.82
Male full-time median hourly rate	21.99
Female part-time mean hourly rate	16.74
Female part-time median hourly rate	17.21

This gives the College a part-time gender pay gap of:

Mean = 23%
Median = 22%

The Occupational Segregation Report (Gender) details the main causes of this pay gap, which in the College's case, could be explained by the number of women working part-time in lower grade support staff posts.

Actions to address this are identified in the report and will also feed into the College's Equality Outcomes.



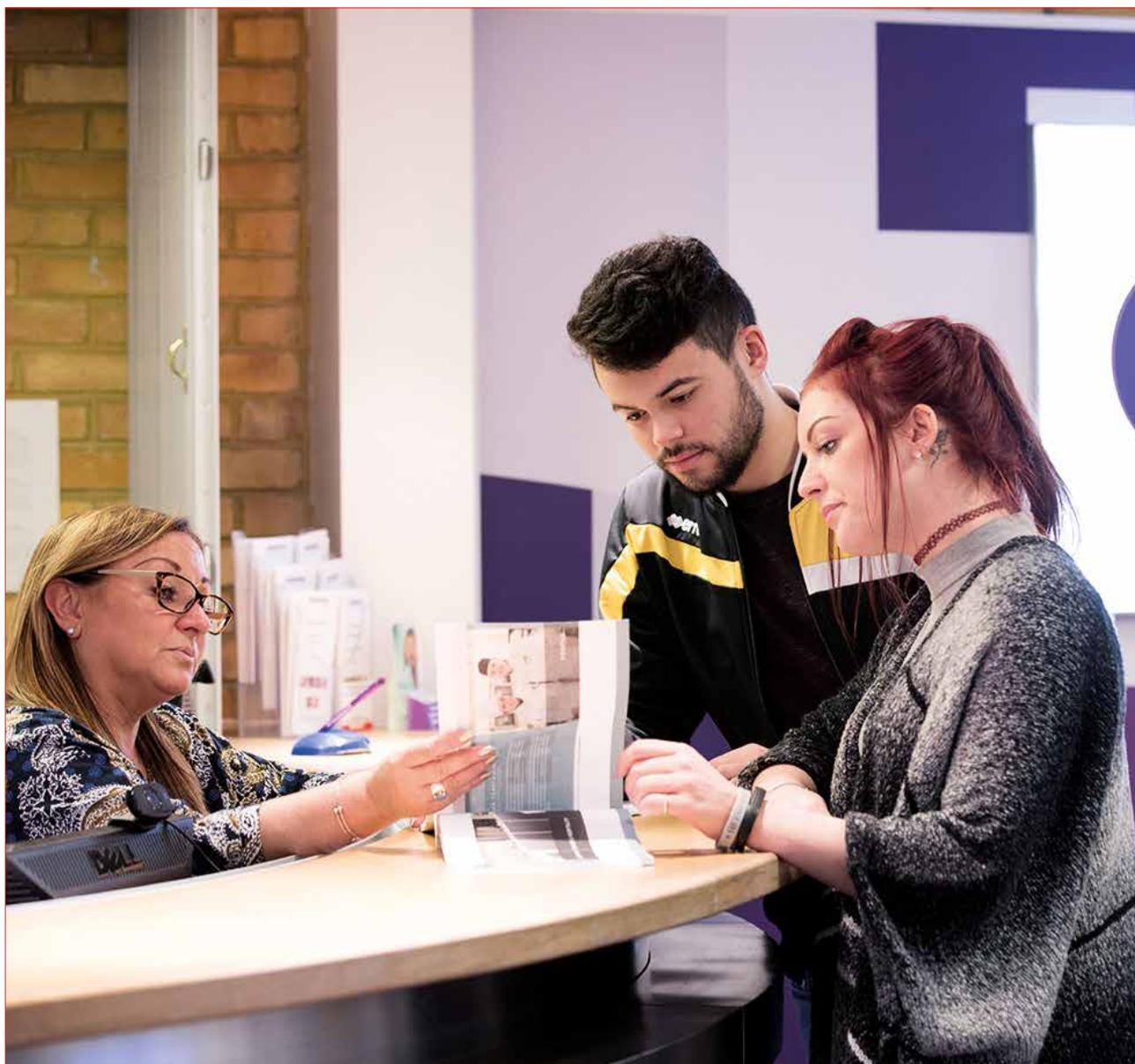


Gender Pay Gap Comparisons

In order to put the College's figures into perspective, according to the Institute of Fiscal Studies in its *"The Gender Pay Gap Report"*, 2016, the differences in hourly wages between men and women remain substantial, with the hourly wages of female employees being currently about 18% lower than men's on average. The Equality and Human Rights Commission website, updated on 28 October 2016, states that "In Britain, there is an overall gender pay gap of 19%" (source: <https://www.equalityhumanrights.com/en/advice-and-guidance/what-difference-between-gender-pay-gap-and-equal-pay>, accessed November 2016). The Office for National Statistics *"What is the Gender Pay Gap"* published 12 February 2016 online at: <http://visual.ons.gov.uk/what-is-the-gender-pay-gap/> Accessed November 2016 states that overall gender pay gap is 19.2%.

In terms of the full-time gender pay, according to the Office for National Statistics *"In April 2016 the gender pay gap (for median hourly earnings) for full-time employees decreased to 9.4%, from 9.6% in 2015. This is the lowest since the survey began in 1997, although the gap has changed relatively little over the last six years."* (Source: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2016provisionalresults>) Accessed December 2016.

In 2015, the College reported a (mean) overall gender pay gap of 15%. The full-time gender pay gap was 10% and the part-time gender pay gap was 24%. It should be noted that at the time of reporting the gender pay gap in 2015, the College had not completed the post-merger harmonisation of terms and conditions and had been experiencing difficulties with HR/Payroll systems. Therefore, the figures are not directly comparable.



Use of Pay Gap Information

The gender pay gap presented in this report could be explained by occupational segregation. Consequently, actions to address this situation have been detailed in the Occupational Segregation Report (Gender) and will also feed into the College's Equality Outcomes.

The College's commitment to reduce the gender pay gap is acknowledged in the Equal Pay Statement.

BME and Disability Pay Gap

Data have been gathered on: BME/White ethnicity; and disability/no disability hourly pay but have not been published in this report. There are two reasons for not publishing this information: small numbers of staff disclosed they were BME/have a disability and a considerable number of staff did not disclose any information at all. These factors are likely to skew any data presented. However, given these caveats, and although not published, the pay information gathered was used to inform the appropriate occupational segregation reports.