

## **GENDER PAY GAP 2021**

### **Why Report on Gender Pay?**

Since 2017, the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 has required UK organisations with 250 or more employees, to publicly report the differences between the average earnings of men and women in the organisation.

The regulations require the College to publish the gender pay gap position at a 'snapshot date', which for the College is 31 March of each year. There are six specific ways in which the College is required to report this data, with each of the six calculations being completed in line with methods set out in the government guidance for this purpose:

1. **Mean gender pay gap:** The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
2. **Median gender pay gap:** The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
3. **Mean bonus gap:** The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
4. **Median bonus gap:** The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
5. **Bonus proportions:** The proportions of male and female relevant employees who were paid bonus pay during the relevant period
6. **Quartile pay bands:** The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

The gender pay gap differs from equal pay. The gender pay gap is a measure of the difference between average pay of men and women across the whole organisation, whereas equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

## **THE DATA USED:**

1. The data used for this exercise has been taken from March 2021's payroll, which includes the snapshot date of 31 March 2021, in line with the regulations.
2. Data includes all employees who are paid on a substantive or fixed term basis as well as College Casual and Sessional Staff and Apprentices.
3. For Casual and Sessional staff who do not have a regular number of weekly hours an average of the number of hours worked over the preceding 12 week period has been used.
4. The data includes basic pay and all allowances (including market pay supplement payments and shift pay allowances).
5. The data does not include overtime pay, maternity pay, redundancy or termination payments or non-cash benefits (e.g. those paid through salary sacrifice such as childcare vouchers).
6. For the purposes of this report, a pay period of one month equates to 30.44 days (as specified in the regulations).
7. In line with the regulations employees have been separated into two categories of people:
  - 7.1. **Relevant employees:** each individual job-holder employed by the College at the snapshot date (31 March 2021). This is a total of 924 employees, of which 325 are males (35%) and 599 are females (65%).
  - 7.2. **Full Pay relevant employees:** a relevant employee who is employed by the College and is receiving 'full-pay' during the specified pay period. This equates to a total of 814 employees of which 285 are males (35%) and 529 are females (65%). Where an employee is being paid less than their usual rate of pay or zero (i.e. due to maternity or sickness) then they are not classed as a 'full-pay relevant employee' for the purposes of the report.

**Mean Gender Pay Gap:**

Gender	Number of staff (full-pay relevant employees)	Mean hourly rate of pay	Mean Gender Pay Gap %
Female	529	£13.81	14.49%
Male	285	£16.15	

**Median Gender Pay Gap:**

Gender	Number of staff (full-pay relevant employees)	Median hourly rate of pay	Median Gender Pay Gap %
Female	529	£12.75	18.01%
Male	285	£15.55	

**Mean Bonus Pay Gap:**

Gender	Number of staff (relevant employees who received a bonus)	Mean bonus rate of pay	Mean Bonus Pay Gap %
Female	277	£425.00	27.87%
Male	141	£589.20	

**Median Bonus Pay Gap:**

Gender	Number of staff (relevant employees who received a bonus)	Median bonus rate of pay	Median Bonus Pay Gap %
Female	277	£347.40	45.72%
Male	141	£640.00	

**Bonus Proportions:**

Gender	Number of staff paid a bonus	% paid a bonus
Female	277	46.20%
Male	141	43.40%

**Quartile Pay Bands:**

Quartile	Number of staff (full-pay relevant employees)	% of Males	% of Females
Upper	203	47.3%	52.7%
Upper Middle	204	44.6%	55.4%
Lower Middle	203	28.1%	71.9%
Lower	204	20.1%	79.9%

## **Conclusions:**

In August 2020, North Kent College (NKC) acquired West Kent College (WKC) and Hadlow College and the majority of the staff employed within those businesses. The overall College workforce has therefore increased significantly but remains at a broadly similar composition with a predominantly female workforce, with 65% of staff being female compared to 35% male staff.

The mean gender pay gap is 14.49%, seeing the gap between male and female pay reduce by 7.94% this year (from 22.43%). The median gender pay gap of difference in pay between males and females in the middle of the organisation has also decreased by 15.87% to 18.01%, from 33.88%.

Whilst this reduction is positive it cannot be attributed to one significant factor, rather an amalgamation of a number of smaller factors including:

- the overall increase in the number of staff employed by the College, as noted above.
- an increase in the proportion of males within all of the pay quartiles but most significantly in the lower pay quartile, with an increase of 12.5%, taking the proportion of males employed in this pay quartile from 7.6% to 20.1%.
- the Lecturers employed at WKC and Hadlow were employed on wider ranging pay bands, starting at almost £6,000 per annum lower than that of NKC Lecturers. As gender is more evenly balanced within this specific group of staff, this has resulted in a higher proportion of Lecturers' pay falling within the lower middle pay quartile than has previously been the case at NKC (19.2% in 2021, of those 36% were males, in comparison to 2020 where only 6.7% of Lecturers were within this pay quartile, of which 57% of these staff were males).
- an increase in the number of roles where pay is linked to the National Minimum Wage; the College now incorporates a number of land, farm and facilities roles (e.g. farm and yard assistants and grounds and facilities staff) where roles are linked to the National Minimum Wage and the gender of staff employed in these areas are more evenly balanced, which has contributed to the improvement in the gender pay gap. However, the College also continues to operate a commercial Nursery, where 100% of staff employed are female (which previously accounted for 22% of the lower quartile pay band) and the number of Learning Support Assistants, where staff employed are predominantly female (90%) and pay is also linked to NMW, has also increased. Whilst the distribution of male and female workers within the lower pay quartiles has changed, Nursery Nurses and Learning Support Assistant roles alone contribute to 3.02% of the gender pay gap, if these roles were excluded the gap would reduce further to 11.47%; therefore these roles remain a significant contributing factor to the gender pay gap.

Overall, with the acquisition of the two additional Colleges, the true extent of the gender pay gap is not yet known and therefore it is difficult to draw meaningful comparisons at this stage.

However, the College has already commenced a significant reorganisation programme in particular areas of the business, which includes a review of duties and pay for groups of roles, where inconsistencies have been identified. This programme includes the implementation of a phased model of changes to pay, and other elements of working practice, which will, over the next three academic years, be extended across the whole College and is aimed at addressing any discrepancies that exist, to ensure that, same or similar, roles are paid fairly and equally, irrespective of gender.

In the meantime, the College continues to provide flexible employment opportunities that reflect the community it serves, with many opportunities for part-time roles (including term-time working patterns). However, it is recognised that a high proportion of these roles fall within the lower quartile pay bands and that these roles are predominantly taken up by females. This will consequently be a factor that will likely continue to impact on the gender pay gap, beyond the reach of the above pay change programmes noted above. This is supported by the fact that the acquisition of two other colleges, which saw the staff numbers at NKC double, having an insignificant impact on the workforce composition, (to a 65% female and 35% male workforce from 68% female and 32% male workforce prior to the acquisitions), with this remaining in line with sector wide workforce trends.