

GENDER PAY GAP 2022

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 2022's payroll, which includes the snapshot date of 31 March 2022, 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 2022). This is a total of 789 employees, of which 280 are males (35%) and 509 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 685 employees of which 245 are males (36%) and 440 are females (64%). 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	459	£14.12	13.32%
Male	258	£16.29	

Median Gender Pay Gap:

Gender	Number of staff (full-pay relevant employees)	Median hourly rate of pay	Median Gender Pay Gap %
Female	459	£12.84	18.16%
Male	258	£15.69	

Mean Bonus Pay Gap:

Gender	Number of staff (relevant employees who received a bonus)	Mean bonus rate of pay	Mean Bonus Pay Gap %
Female	440	£414.17	24.63%
Male	245	£549.48	

Median Bonus Pay Gap:

Gender	Number of staff (relevant employees who received a bonus)	Median bonus rate of pay	Median Bonus Pay Gap %
Female	440	£350.43	33.94%
Male	245	£530.44	

Bonus Proportions:

Gender	Number of staff paid a bonus	% paid a bonus
Female	440	86.44%
Male	245	87.50%

Quartile Pay Bands:

Quartile	Number of staff (full-pay relevant employees)	% of Males	% of Females
Upper	179	48.04%	51.96%
Upper Middle	179	40.78%	59.22%
Lower Middle	179	31.84%	68.16%
Lower	180	23.33%	76.67%

Conclusions:

North Kent College acquired Hadlow and West Kent Colleges in August 2020, and since then a series of change management programmes have been implemented to ensure pay and job role consistency across the, now much larger, organisation.

The mean gender pay gap for 2022 is 13.32%, which is a reduction in the gap between male and female pay of 1.19% (from 14.49% in 2021). The median gender pay gap, which is the difference in pay between males and females in the middle of the organisation, has increased slightly by 0.15% to 18.16%, from 18.01% in 2021.

It is positive that the difference between the mean rate of pay between males and females has reduced. However, this reduction is not the result of any single initiative, rather the result of smaller factors, including;

- changes to Lecturer pay and terms and conditions; in 2021 40 Lecturers (19.7% of staff in this pay quartile) were within the lower middle pay quartile. In 2022, following a reorganisation which included pay for this group, the number of Lecturers within the lower middle pay quartile has reduced by 10.2%, to 9.5% (of these 59% are female and 41% are male) as a result of pay changes aimed at ensuring consistency.
- 57% of the pay for positions within the lower pay quartile are linked to the National Minimum Wage (NMW), which increased by 2.2% in this reporting period and will have had a positive impact on the gender pay gap reduction. However, it should be noted that these roles also remain significant contributing factor to the gender pay gap. 12% of these roles are land, farm and facilities roles (e.g. farm and yard assistants and grounds and facilities staff), where the gender of staff employed is broadly even (52% male and 48% female). However, 45% of this group incorporate roles linked to the running of the College Commercial Nursery and Learning Support Assistant roles, where staff are predominantly female (85% in the case of Learning Support Assistants and 100% of Nursery staff).

Overall, with the acquisition of the two additional Colleges, the true extent of the gender pay gap is still unknown as the full effect of all the change programmes are not yet included within scope of the report required for this purpose, which makes it difficult to draw meaningful conclusions.

Since the snapshot date required for this report the College has commenced two further significant reorganisation programmes 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 changes to the Learning Support function which has been 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, had 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.