

GENDER PAY GAP 2023

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 2023's payroll, which includes the snapshot date of 31 March 2023, 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 2023). This is a total of 697 employees, of which 252 are males (36%) and 445 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 655 employees of which 230 are males (35%) and 425 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	425	£14.39	15.84%
Male	230	£17.09	

Median Gender Pay Gap:

Gender	Number of staff (full-pay relevant employees)	Median hourly rate of pay	Median Gender Pay Gap %
Female	425	£13.27	20.30%
Male	230	£16.65	

Mean Bonus Pay Gap:

Gender	Number of staff (relevant employees who received a bonus)	Mean bonus rate of pay	Mean Bonus Pay Gap %
Female	419	£1,853.76	27.00%
Male	234	£2,539.26	

Median Bonus Pay Gap:

Gender	Number of staff (relevant employees who received a bonus)	Median bonus rate of pay	Median Bonus Pay Gap %
Female	419	£1,661.96	39.79%
Male	234	£2,760.49	

Bonus Proportions:

Gender	Number of staff paid a bonus	% paid a bonus
Female	419	94.16%
Male	234	92.86%

Quartile Pay Bands:

Quartile	Number of staff (full-pay relevant employees)	% of Males	% of Females
Upper	163	47.85%	52.15%
Upper Middle	164	42.07%	57.93%
Lower Middle	164	31.10%	68.90%
Lower	164	19.51%	80.49%

Conclusions:

This report is the third reporting year since North Kent College acquired Hadlow and West Kent Colleges, in August 2020. Within those report periods, the College has implemented and concluded a series of change management programmes to ensure pay and job role consistency across the whole organisation, with these programmes having a positive impact on pay.

The mean gender pay gap for 2023 is 15.84%, which is an increase in the gap between male and female pay of 2.54% (from 13.30% in 2022 and 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 also increased slightly by 2.14% to 20.30% (from 18.16% in 2022 and 18.01% in 2021).

The College pay structures include roles that are either linked to incremental pay grades, thus receiving an incremental increase annually as service increases, or roles that are attached to a spot salary, meaning the same salary is paid to any member of staff at the relevant tier point for undertaking the same job.

Changes to Lecturer pay and terms and conditions in 2021 aligned all teaching staff, who transferred from Hadlow and West Kent Colleges to North Kent College, to incremental payscales, as they were previously employed at a spot rate salary. Fluctuations in mean pay rates will therefore be more likely, until these staff reach the top of the pay range, as pay for these groups will incrementally increase where the spot value for roles not attached to a grade range do not necessarily change. For example, this year just 7.9% of Lecturers (of these 77% are female and 23% are male) remain in the lower middle pay quarter in this reporting period (a decrease from 9.5% in 2022 and 19.7% in 2021).

The significant increase in National Minimum Wage (NMW) of 6.6% in April 2022 should have had a positive impact on the gender pay gap, as the pay for the most senior role, which is occupied by a male, remained the same. However, as noted above, alongside this statutory increase the distribution of staff as a result of changes to pay for those staff within the middle of the organisation means that the impact of this increase has been countered by other changes, with the proportion of females within the lower pay quartile also increasing by 4.56% in this reporting period (to 80.49%).

With 45% of roles within the lower pay quartile being positions linked to the National Minimum Wage (NMW) and 92% of staff employed in these roles being female (those roles are linked to the running of the College Commercial Nursery and Catering (where 100% of staff employed are female) as well as some land, farm and facilities roles, (there are fewer roles in this group but 40% male and 60% female within them) it should be noted that these roles also remain a significant contributing factor to the gender pay gap.

In late 2023 the College announced its intention to incrementally remove the bottom paygrade for roles linked to a payscale range (e.g. Lecturers, Practitioners, Instructors). The aim is to ensure staff undertaking the same role are paid at the same rate, regardless of any service-related factors, and to address differences in the overarching pay systems within the structure of the organisation, moving to one pay system for all. It is anticipated that this will address fluctuations in mean and median pay rates, within these groups, and the impact this has on the gender pay gap, as less general movement between quartiles will occur as a result.

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.