



## GENDER PAY GAP 2024

### 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, regardless of what roles they are performing.**

**By contrast, 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 2024's payroll, which includes the snapshot date of 31 March 2024, 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 2024). This is a total of 696 employees, of which 262 are males (38%) and 434 are females (62%).
  - 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 646 employees of which 239 are males (37%) and 407 are females (63%). 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 <i>(full-pay relevant employees)</i>	Mean hourly rate of pay	Mean Gender Pay Gap %
Female	407	£15.80	14.15%
Male	239	£18.40	

**Median Gender Pay Gap:**

Gender	Number of staff <i>(full-pay relevant employees)</i>	Median hourly rate of pay	Median Gender Pay Gap %
Female	407	<b>£14.33</b>	20.43%
Male	239	<b>£18.01</b>	

**Mean Bonus Pay Gap:**

Gender	Number of staff <i>(relevant employees who received a bonus)</i>	Mean bonus rate of pay	Mean Bonus Pay Gap %
Female	17	£632.21	54.87%
Male	25	£1,400.91	

**Median Bonus Pay Gap:**

Gender	Number of staff <i>(relevant employees who received a bonus)</i>	Median bonus rate of pay	Median Bonus Pay Gap %
Female	17	£631.87	60.71%
Male	25	£1,608.32	

**Bonus Proportions:**

Gender	Number of staff paid a bonus	% paid a bonus
Female	17	3.92%
Male	25	9.54%

**Quartile Pay Bands:**

Quartile	Number of staff <i>(full-pay relevant employees)</i>	% of Males	% of Females
Upper	161	47.83%	52.17%
Upper Middle	162	48.15%	51.85%
Lower Middle	161	28.57%	71.43%
Lower	162	23.46%	76.54%

## **Conclusions:**

This report, the fourth since NKC acquired Hadlow and West Kent Colleges, in August 2020, highlights the positive impact of NKC's change management programmes and pay initiatives in reducing pay and role inconsistencies.

The mean gender pay gap has improved by 1.69%, reducing the gap between male and female pay to 14.15%, (from 15.84% in 2023).

The median gender pay gap (the difference in pay between males and females in the middle of the organisation) has increased slightly by 0.13% to 20.43% (from 20.30% in 2023). Additionally, the mean and median bonus pay gaps have significantly increased to 54.87% and 60.71% respectively (from 27% and 39.79% in 2023). However, bonuses were awarded to a very small number of staff, as explained below. Due to the limited sample size, and the specific circumstances under which bonuses are given instead of consolidated pay increases, these figures do not reflect a broader pay disparity.

The College pay structures currently include a mixture of pay grade ranges and spot salaries. Around 40% of the workforce receive an incremental pay increase annually as service increases. In contrast, spot salary pay rates do not increase automatically but ensure equal pay for employees performing the same role, regardless of service, or any other factor.

Incremental movement within pay ranges naturally shifts the workforce distribution within the pay quartiles as employees progress through the pay scales. Meanwhile, roles tied to fixed spot salaries, which do not necessarily change, may shift within the quartile distributions over time. These factors, along with a decrease in the number of female employees to 407 in 2024 (from 425 in 2023) and an increase in the number of male employees to 239 in 2024 (from 230 in 2023), have contributed to changes in the median pay rate.

The overall Gender Pay Gap (GPG) has improved, reducing differences in average pay rates. This improvement is largely due to two key pay initiatives implemented in 2023. In April 2023, the National Minimum Wage (NMW) increased significantly by 9.7%. Additionally, the College introduced a consolidated pay award designed to provide higher percentage increases to employees in the lower pay quartiles. Notably, 40% of employees in the lower pay quartile are in roles with pay linked to the NMW, with 77% of those staff being female. This includes roles within the College's Commercial Nursery and Catering departments, where 100% of staff employed are female. This initiative further boosted pay for these roles beyond the nationally set increases.

The College does not operate a bonus or performance related pay system. However, when a pay award is approved, it aims to ensure payment either on a consolidated or

bonus basis, as appropriate. The number of staff receiving a bonus in this reporting period has significantly decreased, from 94.16% of females and 92.86% of males in 2023 to 3.92% and 9.54% respectively. This difference can be attributed to the implementation of a consolidated pay award in late 2023, which replaced bonus payments for most employees. Bonus payments were only given to employees who were ineligible for a consolidated pay award due to contractual constraints, for example those whose pay rates were frozen following restructuring or business reorganisation exercises. Additionally, bonus payments were pro-rated based on both service in the relevant period and contractual hours of work, which can provide further context to the reported gap in average bonus pay. 83% of female bonus recipients were either part time employees, on zero-hours or variable hours contracts, or had joined partway through the year (with two cases meeting both criteria). In comparison, only 40% of males who received a bonus were employed on the same basis.

As noted above, in addition to the long-term adjustments to pay ranges – intended to enhance transparency and ensure pay equity for all employees in roles that are the same - the College will continue to seek opportunities to align all employee pay to the current pay structure. This will eliminate the need to provide bonuses in place of a consolidated pay award, when one is approved.

Overall, the College has many roles that are predominantly filled by one gender (e.g. Nursery Staff, Learning Support Practitioners), which tend to be at the lower end of the pay scale. In addition, pay comparisons for the purposes of this report include the most senior position in the organisation, which is currently held by a male. As a result, a gender pay gap is mathematically inevitable, and unless the workforce composition changes this will remain the case. However, this does not indicate unequal pay for males and females in equivalent roles.

The College continues to provide flexible employment opportunities that reflect the community it serves, including many part-time and/or term time working roles, which also continue to attract a proportionally higher number of female employees.

The workforce composition is therefore likely to remain a contributing factor to the gender pay gap.