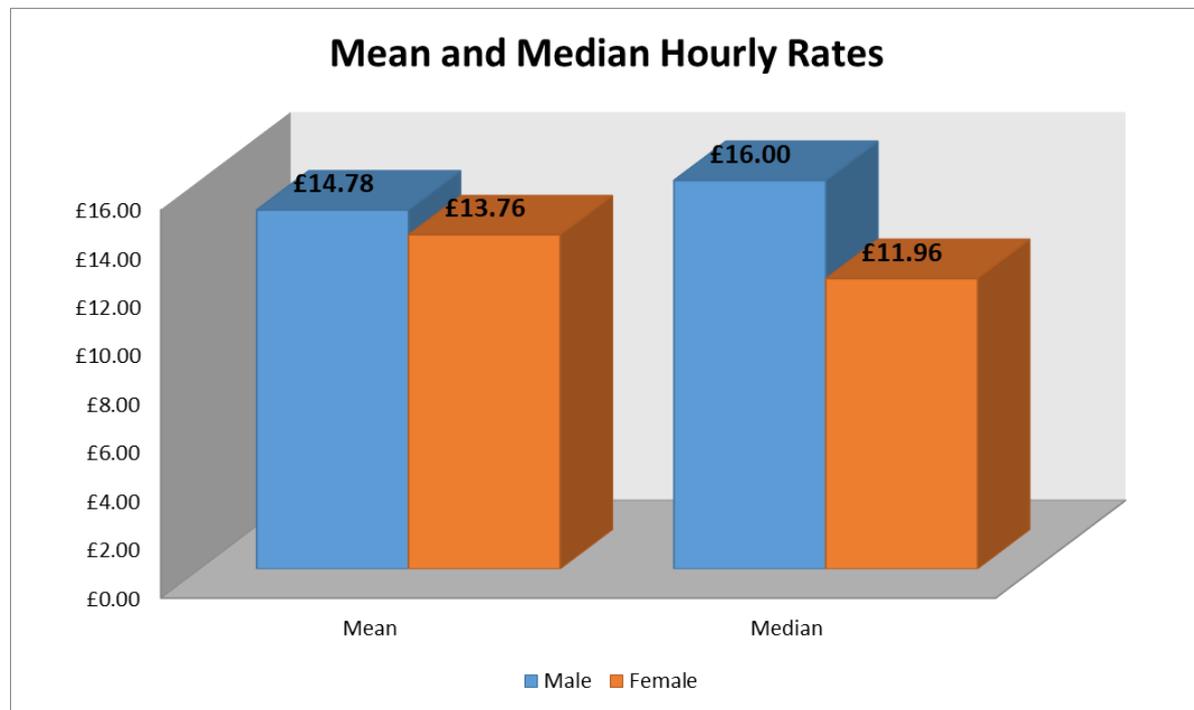


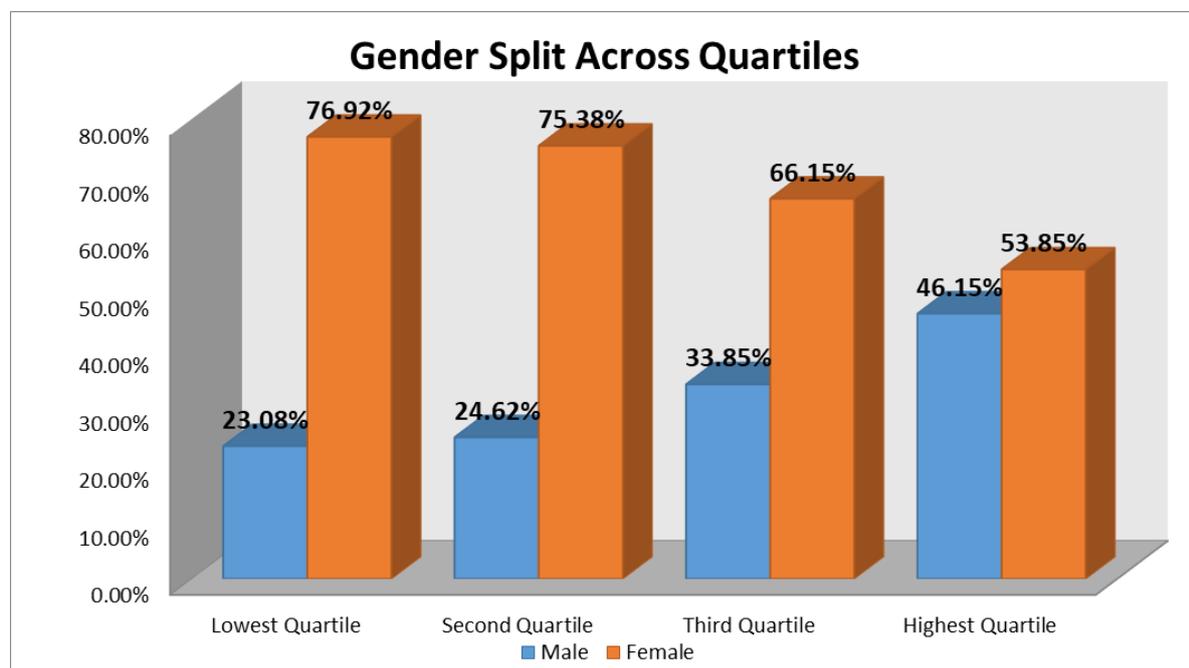
# Gender Pay Gap Report - March 2019

## Overall Gender Pay Rates

The graph below shows the gender pay gap in NCS as of March 2019, reporting on 260 staff members. This rate is only marginally different (Mean difference is 7.41% and Median is 33.78%) from the March 2018 rate shared with the committee in October 2018. The main reason for the pay gap is the relative numbers of each gender being in the lower half of the pay grading structure. Relatively low staff numbers influence the median score.

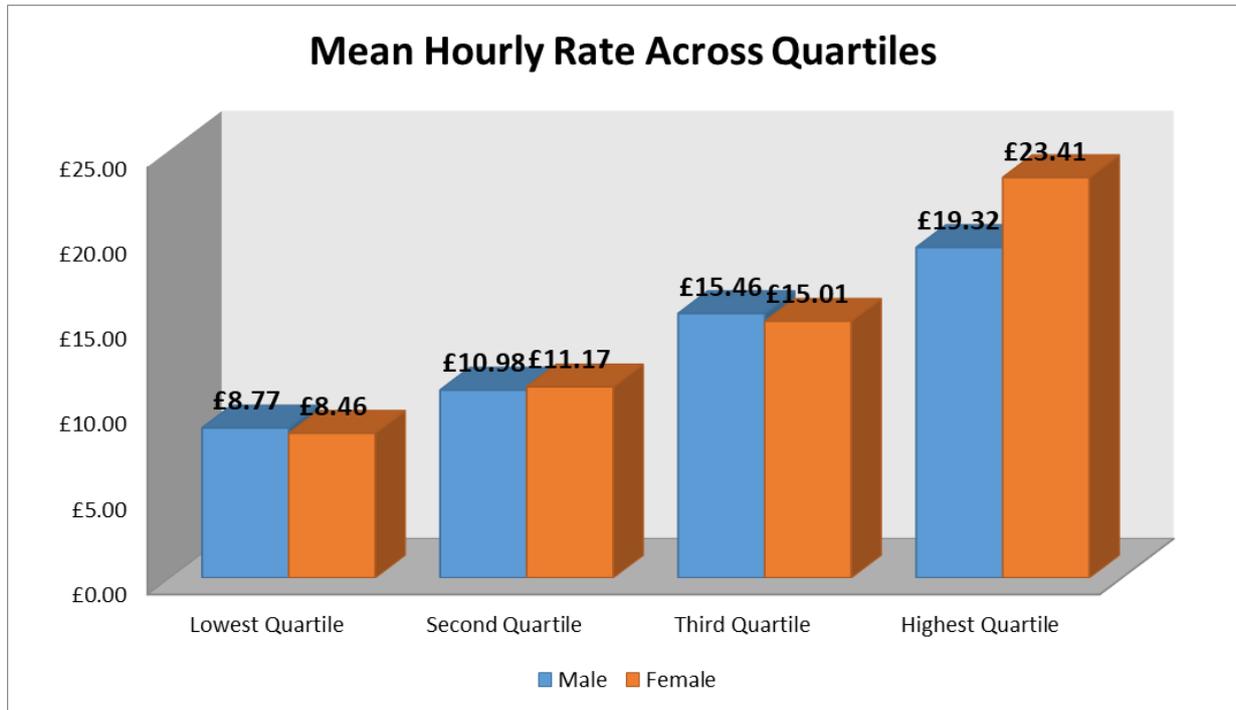


The table below shows this quite graphically, where 37.3% of the males employed by the college are in the bottom two quartiles, while 56% of the females are in roles in the lower two quartiles. It is this, rather than any pay gap in any 'job family' that informs the overall results as like roles are paid the same hourly rate regardless of gender. In each quartile, more women work than men. There is a natural tendency for females to take up the roles within the lower quartiles, most of which are part time of which are part time.

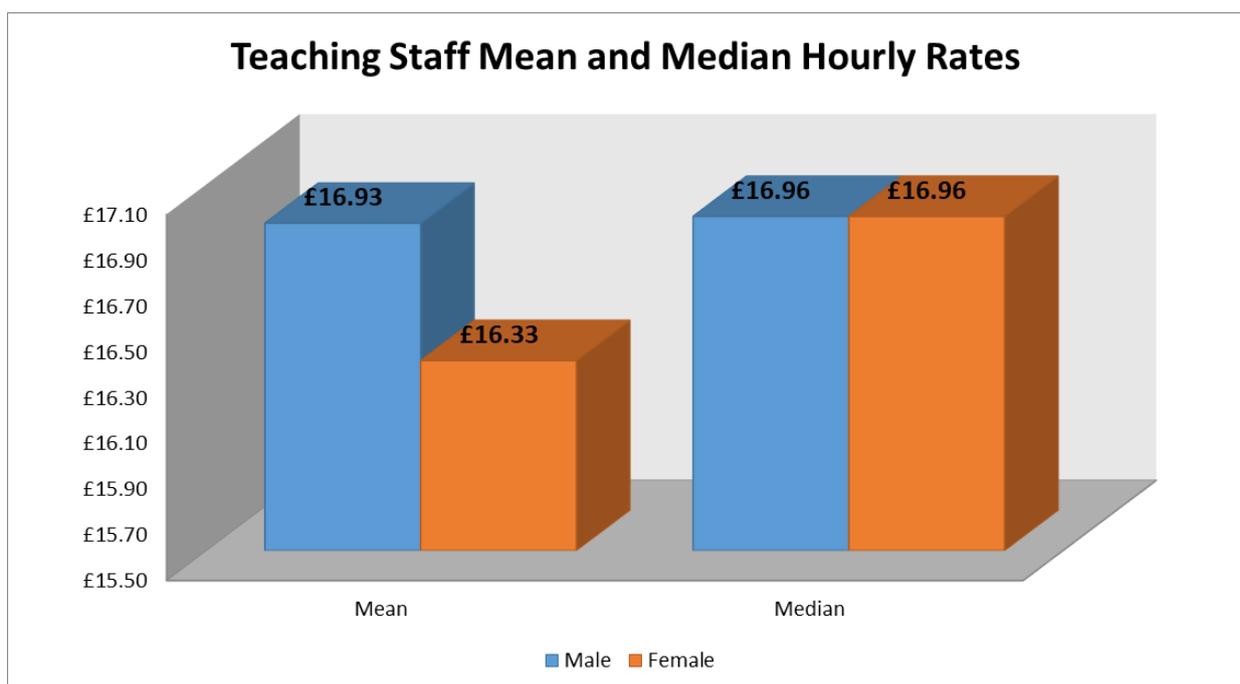


Quartile	Lowest	Second	Third	Highest	Total
<b>Males</b>	15	16	22	30	83
<b>Females</b>	50	49	43	35	177
<b>Totals</b>	65	65	65	65	260

If each quartile is reviewed individually it can be seen that 1<sup>st</sup> and 3<sup>rd</sup> quartile have a mean hourly rate that is higher for male employees. This is mainly as a result of more males being paid a market supplement in teaching roles where shortages exist. In NCS this is focused around construction roles. The higher female rate in the highest quartile is partially due to an entirely female Executive Team.



The table below shows the comparison between male and female teaching staff. The 3.76% difference in the mean hourly rate is due to our profile of teachers having more longer serving, qualified males in post than females and as such, there is a slight incremental drift.



## Conclusion

- Relatively low numbers within the analysis influence the median score
- In each quartile, more women work than men. In the upper quartile, which has the highest hourly rate of pay, there are more women than men. Therefore, gender does not appear to be an obstacle at NCS to gain promotion to a senior role
- The quartiles with the lowest hourly rate contain the highest proportion of women and are not in line with the college male : female ratio of 35%:65%
- The lower paid quartiles consist of a large proportion of part time roles
- The low number of males in the lower graded roles is the main driver of the gender pay gap, however jobs such as catering, cleaning and administration assistants are paid the same hourly rate regardless of gender
- The overall profile of gender in roles has remained reasonably static between 2018 and 2019
- Pay within job families shows very little variance between genders
- In two of the four quartiles the female pay is marginally higher than the male
- The pay gap is more balanced in the top two quartiles
- The pay gap between male and female teachers is minimal

NCS is no longer below the external reporting threshold of 250 employees as we now have a count of 260 and therefore will be required to upload the data and a narrative to the Government website by 31 March 2020 and publish the gender pay gap in our annual financial report and accounts.

### **Our approach to pay, gender and equal pay for work of equal value**

NVS rates of pay are defined and captured on our pay scale, readily available to all staff. We have a strict process in place for allocating staff to the points on the pay scale, including pay progression. This is set out in the Pay & Reward Policy, which has been agreed with our recognised trade unions UCU and UNISON. The same policy applies to where a new recruit is placed on the pay scale.

The college has a flexible working procedure that is an option available to all staff at all levels within the organisation and is on our Intranet for all employees to view.

We have a rigorous recruitment process which ensures candidates are appointed based on experience and competency and reduces the capacity for bias. Training for managers in relation to recruitment and selection and equality and diversity is in place.

### **What more can we do?**

38.5% of our female employees work part-time compared to 12.8% of our male employees. One part-time role exists within the Executive team and it should be noted that we do have some women who work in the highest two of these quartiles who are able to work around school drop-off and pick-up times, thus lessening the need for part-time work. The college needs to continue to attract women into all roles, and continuing to promote the option of flexible working, specifically part-time working in higher paid roles, would potentially impact the gender pay gap even further in the higher quartiles.

Attracting men into the lower paid, part time roles is more of a challenge and we will look at where and how we advertise these roles.

The strategic plan and associated implementation plans for striving for excellence will provide the opportunity to focus on key areas such as talent management. This will provide a platform for the personal and career development of our employees, promoting all female employees to support their development opportunities.